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FORTY-SIXTH ANNUAL REPORT
OF THE
UNITED STATES
CIVIL SERVICE COMMISSION

FOR THE FISCAL YEAR ENDED JUNE 30

1929



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UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1929

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FORTY-SIXTH ANNUAL REPORT

OF THE

UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D. C., *November 4, 1929.*

SIR: The merit system of appointment, established by the civil service act and rules, is increasingly effective in regulating and improving the civil service. The highest scientific, technical, and professional positions are being successfully filled through the examinations and we urge the extension of the system to the selection and tenure of all nonpolitical employees.

The standard of employees is being systematically raised. In the early days of the classified service only a mental test was required. In time this was supplemented by a physical examination and where appropriate, a marking on experience. Now, for many places of trust, a searching character investigation is made.

EXAMINATIONS AND APPOINTMENTS

The number of persons examined by the commission during each of the last three fiscal years for original appointment, promotion, transfer, or reinstatement for positions classified under the civil service rules, and positions not so classified, and also the number appointed each year as the result of such examinations, are shown in the following table:

	Examined			Appointed		
	1927	1928	1929	1927	1928	1929
Under civil-service rules:						
Original appointment.....	245, 535	231, 425	238, 009	38, 777	37, 796	44, 817
Promotion, transfer, or reinstatement through examination.....	6, 144	5, 572	5, 501	3, 286	2, 521	3, 096
Total.....	251, 679	236, 997	243, 510	42, 063	40, 317	47, 913
Not under civil-service rules.....	15, 661	17, 878	18, 515	4, 471	4, 791	4, 318
Total.....	267, 340	254, 875	262, 025	46, 534	45, 108	52, 231

The last fiscal year marked a further increase in appointments. The departmental increase was due, not to additional activities in any single department, but to a general need for a larger force. While employment was likewise increased throughout the field serv-

ice, the most noticeable changes were in the Treasury Department, due to the growing demands of the Prohibition Unit, and in the Post Office Service.

APPOINTMENTS IN THE BUREAU OF PROHIBITION

The act of March 3, 1927, making competitive all positions in the Bureau of Prohibition, with the exception of that of the commissioner, in effect vacated all the positions and required their occupants to compete with all other persons on the outside for continuance in the service.

The country is divided into 27 prohibition districts and 11 special-agent divisions, and certifications for appointments are made by these districts.

EXAMINATIONS FOR THE BUREAU OF PROHIBITION

It became apparent during the fiscal year 1928 that the commission's first examinations for administrative positions in the Prohibition Service would not provide a sufficient number of eligibles to meet entirely the needs of the Bureau of Prohibition for administrative officers.

As examination results became available and disclosed the extent of this need for further examinations, the commission announced a second series of examinations for certain administrative positions in definitely identified prohibition districts. Experience had in the conduct of the first series of administrative examinations emphasized to both the commission and the Bureau of Prohibition the desirability of some modification of the examination requirements. Special attention was devoted to needed changes in the experience requirements.

The investigation of the character, qualifications, and general fitness of the competitors admitted to consideration in the second series of administrative examinations extended well into the current fiscal year. Certifications of eligibles were made for the prohibition districts affected as promptly as given examinations were completed. The last of these examinations was completed and final certification made during the early months of 1929.

The current requirements of the Bureau of Prohibition for eligibles for administrative positions appear now to have been met through competitive examination, and it seems probable that such turnover as is not met through reinstatements, transfers, and promotions within the classified service can be met from existing registers of eligibles.

The table furnished below indicates the volume of examining work associated with the second series of examinations for administrative positions:

As of June 30, 1929	Number of applicants	Number eliminated ¹	Number investigated
Prohibition administrator.....	327	283	44
Assistant prohibition administrator (enforcement work).....	1,320	1,158	162
Assistant prohibition administrator (permissive work).....	830	700	130
Assistant prohibition administrator (enforcement and permissive).....	16	12	(²)
Deputy prohibition administrator.....	1,303	950	353
Total.....	3,796	3,103	689

¹ By experience or other prerequisites prior to beginning of investigations.

² The cases of 4 applicants, which require foreign investigation, have not been completed.

The original group of examinations for the lower grade positions, announced in 1927, was completed late in the calendar year 1928. These examinations produced sufficient eligibles to meet the bureau's requirements except in the case of prohibition agent for which a second country-wide examination was announced in October, 1928.

Competitors in the first examination for agent, inspector, and investigator held in 1927 were not required to show any particular type of previous experience, but the agent examination of 1928 provided that applicants must have had qualifying experience of prescribed duration in fields of employment reasonably comparable to that of prohibition enforcement.

The written tests in the second examination were held on December 15, 1928. Those who, after meeting the experience requirements, earned the prescribed ratings in the written tests, were subjected to interview, fingerprinting, and an investigation of their qualifications, habits, morals, reputation, and general all-around suitability. This character investigation has been uniformly applied to all applicants for appointment in the bureau. The field work incident to this examination for agent, as well as similar work on examinations for agent and inspector, antinarcotic act, and storekeeper-gauger, is still in progress. It is anticipated that all of these examinations will be completed and registers of eligibles established within the calendar year 1929.

The following table relates to this later and uncompleted series of examinations for lower grade positions in the Prohibition Service.

As of June 30, 1929	Announcement number ¹				Total
	258	287	44	43	
Number of applicants.....	9,439	695	657	404	11,195
Number eliminated by written examination and experience or other prerequisites.....	6,492	411	532	283	7,718
Number under investigation.....	2,947	284	125	121	3,477

¹ Announcement 258 was for prohibition agent; 287 was for storekeeper-gauger; 44 was for agent, antinarcotic act; 43 was for inspector, antinarcotic act.

In addition to the competitive examinations held for various positions in the Prohibition Service, the commission has examined noncompetitively a very substantial number of persons with a classified status, who have been proposed for reinstatement, transfer, or promotion to vacancies in that service.

Figures given in the following table show the total number of eligibles obtained and appointments made as a result of the commission's several competitive examinations for various positions in the Bureau of Prohibition.

Examinations as of June 30, 1929	Eligibles	Appointed	Suspensions		Eligibility canceled	Objection, failed to respond, held for investigation, appointed to other positions, and deaths	Remaining eligibles	Appointed non-competitively
			Requested	Declinations				
Assistant commissioner prohibition	3						3	1
Prohibition administrator	66	19				9	38	2
Field office inspector	7						7	5
Associate field office inspector	13	1					12	1
Field supervisor	12	1				5	6	2
Senior prohibition investigator	50	18			2	6	24	7
Assistant prohibition administrator (permissive)	189	9				55	125	12
Assistant prohibition administrator (enforcement)	159	13	4			57	85	6
Deputy prohibition administrator	309	54	3	3	1	78	170	9
Senior attorney	53	9				3	41	1
Attorney	63	9	2				52	4
Associate attorney	103	16	2	1			84	12
Assistant attorney	88	14	1				73	18
Junior attorney	208	4	2		1	2	199	3
Special agent, prohibition	(1)	100					(1)	29
Junior special agent, prohibition	(1)	4					(1)	
Prohibition investigator, register A	2, 639	{ 273 227 1, 016	84	150	50	262	3, 777	{ 20 72 51
Prohibition inspector, register B								
Prohibition agent, register C								
Distilled spirits clerk	1						1	
Assistant distilled spirits clerk	60						60	
Junior distilled spirits clerk	18						18	
Motor boat operator	17						17	
Warehouse watchman	392	60	11	11		20	290	
Storekeeper-gager ⁵								
Total	4, 450	1, 647	109	165	54	497	2, 082	255

¹ Appointments for these positions were made from registers having the requisite qualifications.

² Under announcement 122 three registers were established.

³ Of this total, 63 are qualified for investigator and 487 as inspector.

⁴ Of this number, 231 have been given 3 considerations and are eliminated from further consideration in the districts in which they are residents.

⁵ Register not yet established.

PRESIDENTIAL POSTMASTERS ¹

During the fiscal year ended June 30, 1929, the commission held 892 examinations to furnish eligibles for the position of postmaster in offices of the first, second, and third classes. This was a decrease from 937 during the preceding fiscal year. Under the Executive

¹ A change of procedure is made by the Executive order of May 1, 1929. See Appendix, p. 71.

order of May 10, 1921, the commission holds competitive examinations for these positions, which are not in the classified competitive service, and certifies the highest three eligibles, from whom the Post Office Department makes selection to fill the vacancy. Appointees are subject to confirmation by the Senate and to a 4-year term.

The commission's function consists in eliminating the unfit, arranging the eligibles in the order of their fitness, and certifying the highest three to the Postoffice Department for consideration in making selection. In these operations political considerations are not allowed to influence the commissioners' findings. Once certification is made, the commission's function ceases.

The purchase of any appointive office is subject to fine or imprisonment.

FINGERPRINTING APPOINTEES

Prior to July 1, 1928, fingerprints were taken of appointees only in a few of the larger post offices. This practice was found beneficial and Congress authorized a small appropriation for the fiscal year 1929 to commence the fingerprinting of all appointees.

When the central fingerprint section in the commission was established five of its district offices were maintaining fingerprint files. The entire files of three of these offices and part of the files of the other two were transferred to the commission's main office to serve as a basis for the records of the newly established central section. The next step was the extension of the number of places where facilities for the taking of fingerprints were available. Up to the present time, arrangements have been made to take fingerprints at approximately 1,500 places throughout the country.

Where practicable, fingerprints are searched by local police departments. They are then forwarded to the main office where classifications made by fingerprint men in the field are verified and extended and original classifications are supplied in cases where they are lacking. Search is then made in the commission's files and also in those of the Department of Justice.

During this fiscal year, 3,296 detections were made of persons with court records who had denied having them. Of these, 396 were discovered by the main office, where local search had failed to reveal any record. "Detections" of the central section were largely of offenses committed away from the localities in which the persons concerned were living at the time of filing application.

A number of persons were removed from the service when their fingerprints revealed the fact that they had criminal records, although they had denied such record in their applications.

The fingerprint system is proving of great value for law enforcement positions such as those in the Prohibition Service, immigration-patrol inspector, and customs-patrol inspector.

In any case where fingerprint records disclose an applicant as being "wanted" for some offense, the commission communicates this information to the proper authorities. In one case, this practice resulted in the return to prison of an escaped convict who had evaded capture for 11 years.

During the fiscal year, 42,133 sets of fingerprints were handled by the central section. A "detection" was made, therefore, on an average of 1 out of every 13 cases considered.

The commission is gradually extending its fingerprint system as facilities become available. At the present time it is used in connection with appointments in all cities where there are post offices of the first class and in many cities where there are second-class post offices.

The system has also been of assistance to ex-service men in enabling them to establish their identity in connection with claims for military preference when other proof was not obtainable.

RECRUITING

The most notable advance in recruiting during the year was the establishment of closer relations with the standard colleges and universities in the effort to recruit junior technical, professional, and scientific workers.

The Government employs thousands of men and women who must have college training or an equivalent combination of formal education and practical experience. For example, more than 3,000 engineers of various kinds and nearly 1,000 chemists are employed in the civil service. Practically all of the technical, professional, and scientific occupations are represented in large numbers.

The policy is to recruit in the junior grade so far as is practicable and to fill vacancies in the higher levels through promotion. However, the exigencies of the service often make it necessary to hold examinations for original appointment in the higher grades.

Naturally, the most fruitful ground for recruiting the junior workers is in the graduating classes of the accepted educational institutions. Here the Government is in direct competition with private employers, many of whom regularly send their agents to the colleges to interview senior students and make employment contracts with a suitable number of those who are regarded as best qualified for the work in view.

For many years the commission has sent its examination announcements to the employment offices maintained by most of the educa-

tional institutions and also to the appropriate department heads, for the information of students and others. But the commission has felt the lack of personal contact and has had no means of effecting it through its own organization.

The advance referred to was an arrangement made with a number of the departments and independent establishments of the Government to have certain of their employees act as recruiting agents for the commission when visiting educational institutions in connection with their regular work for their respective offices. The commission made it clear that no travel was to be undertaken especially for this recruiting work and that no additional expense would be involved.

Approximately 200 Government employees, men and women, have been designated to assist the commission in recruiting. They are currently supplied with examination announcements and other printed matter and are given such instructions or suggestions as they appear to need. While the plan is new, the results have more than justified the effort.

A part of the plan is a series of annual examinations early in the year for most of the junior technical, professional, and scientific positions, in addition to such other examinations as may be necessary. There is a distinct advantage in being able to inform students that the examination in which they may be interested will be held at a definite time each year. Senior students are admitted to examinations but they can not begin work for the Government until they have been graduated.

VETERAN PREFERENCE

Important changes in the veteran preference regulations were made by an Executive order of March 2, 1929. This action was a result of long deliberation of an advisory committee appointed by the President on June 9, 1928, for the purpose of studying veteran preference laws and rules with a view to liberalizing the preferences allowed, the chief purpose of the study being to make more Government positions available to disabled veterans. The advisory committee consisted of Representative Hamilton Fish, jr., chairman; Brig. Gen. Frank T. Hines, director of the Veterans' Bureau; William C. Deming, president of the Civil Service Commission; and Col. John Thomas Taylor, representing the American Legion.

The effects of the Executive order are as follows:

- (1) The addition of 10 points to the earned rating of a disabled veteran is continued, but under the new order the names of disabled veteran eligibles are certified ahead of veterans not disabled and nonveterans, regardless of their ratings.

(2) Widows of veterans, and wives of veterans who themselves are physically disqualified for Government employment, are allowed 10 points added to their earned ratings, instead of the 5 points formerly allowed. Wives and widows of veterans who are allowed the 10 points will also be certified ahead of veterans not disabled and nonveterans.

(3) A Government employee entitled to preference under the law and rules is given more liberal preference in retention in the service when reduction of force becomes necessary.

Other appointment preferences allowed under the former regulations are not affected by the order. These are as follows:

(a) The veteran is released from all age limitations.

(b) The veteran is released from the operation of the apportionment provision of the civil service act.

(c) The veteran is released from height and weight requirements, except in a few positions where rigid physical requirements are essential.

(d) The veteran who is not disabled has 5 points added to his earned rating and therefore need make only 65 per cent to gain a passing grade of 70.

(e) Under certain conditions, time spent in the World War is counted as training and experience where such elements are rated.

(f) If an appointing officer passes over the name of a veteran eligible and selects that of a nonveteran with the same or lower rating, the appointing officer must place in the records of the department his reasons for so doing.

(g) The commission is authorized to waive physical requirements in the case of disabled veterans.

(h) The veteran may have closed examinations reopened to him under certain conditions.

The practical results of the veteran preference regulations are indicated by the following figures:

During the three years ending June 30, 1929, 154,064 applicants entitled to preference entered examinations. Of these, 90,952 qualified for appointment and 30,733 were appointed.

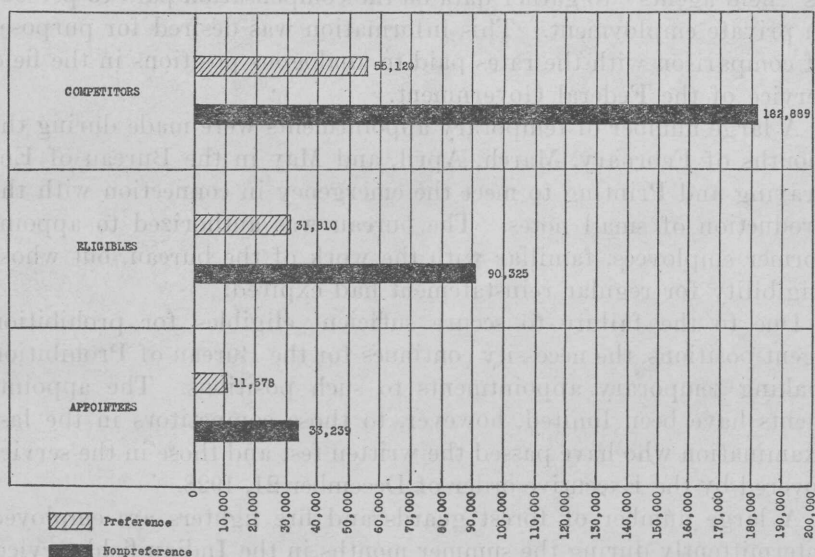
From the passage of the veteran preference act of July 11, 1919, to June 30, 1929, 134,813 persons entitled to preference were appointed.

From the issuance of the Executive order of March 3, 1923, which first provided for a 10-point preference for disabled veterans, to June 30, 1929, 7,366 disabled veterans were appointed, 1,637 having been appointed in the last year. The change in the regulations made by the Executive order of March 2, 1929, will materially increase the number of disabled veterans appointed. The next annual

report of the commission will give the figure for a full year. It will be noted that on June 30, 1929, the order had been operative only four months. For this reason comparative figures showing the full effect of the change can not be given in this report.

Further evidence of the practical effect of veteran-preference regulations is the result of an interesting survey recently made by the commission. In this survey, junior engineer, junior chemist, junior architectural draftsman, messenger, skilled laborer, carpenter, editorial clerk, departmental guard, file clerk, typist, and stenographer registers were selected as representative of the more active employment lists. A tabulation of the veteran eligibles on these registers showed that 22 per cent of the 5-point veterans and 30 per cent of the disabled or 10-point veterans had won their places on the eligible list because of the addition of the 5 or 10 points to the earned rating. In the case of disabled veterans this is especially interesting in view of the Executive order of March 2, 1929, which requires that disabled veterans be certified for appointment ahead of all nonveterans and veterans not disabled.

TOTAL NUMBER OF PREFERENCE COMPETITORS, ELIGIBLES, AND APPOINTEES OF THE CLASSIFIED SERVICE, COMPARED WITH THE TOTAL NUMBER OF NONPREFERENCE COMPETITORS, ELIGIBLES, AND APPOINTEES FOR THE FISCAL YEAR ENDED JUNE 30, 1929



An analysis of the chart on this page shows that during the year ending June 30, 1929, 238,009 persons entered examinations for the classified service, of whom 55,120, or slightly more than 23 per cent, were given preference. Of 44,817 appointments, 11,578, or nearly

26 per cent, were of preference eligibles, whereas little more than 23 per cent of all the applicants were in the preferred class. The number of preference eligibles appointed during the year is more than 20 per cent of all preference applicants, whereas the number of nonpreference appointees is slightly more than 18 per cent of the whole number of nonpreference applicants.

TEMPORARY APPOINTMENTS

There has been some decrease in the total number of temporary appointments made during the past year as compared with the number made during the previous year. The decrease, which has been in the number of temporary appointments made pending the filling the vacancies permanently, was due, no doubt, to the increase in salary as provided by the Welch Act, which became effective July 1, 1928. Although this act applied only to persons in Washington, it carried with it a provision that the Personnel Classification Board make a survey of all field services and a number of the departments increased the salaries of their field employees to conform with those paid employees in Washington.

In carrying out the provisions of the so-called Welch Act, the Classification Board, in making a survey of the field positions, found it necessary to employ temporarily a number of persons designated as "field agents" to gather data on the compensation paid to persons in private employment. This information was desired for purposes of comparison with the rates paid to analogous positions in the field service of the Federal Government.

A large number of temporary appointments were made during the months of February, March, April, and May in the Bureau of Engraving and Printing to meet the emergency in connection with the production of small notes. The bureau was authorized to appoint former employees, familiar with the work of the bureau, but whose eligibility for regular reinstatement had expired.

Due to the failure to secure sufficient eligibles for prohibition agent positions, the necessity continues for the Bureau of Prohibition making temporary appointments to such positions. The appointments have been limited, however, to those competitors in the last examination who have passed the written test and those in the service covered by the Executive order of December 21, 1928.

A large number of forest guards and fire fighters are employed intermittently during the summer months in the Indian field service. These men are needed to supplement the regular force during the fire season. Local men are employed in this capacity because of the impracticability of bringing employees from a distance for intermittent employment at daily rates of compensation.

The following table shows the distribution of temporary appointments during the fiscal year ending June 30, 1929, exclusive of those made under the district system. Very few of these appointments extended beyond six months. They constitute a trifling proportion of the whole number of appointments.

Department or office	Pending filling of vacancy permanently		Job employment	
	Through examination	Without examination	Through examination	Without examination
Agriculture.....	15	57	176	373
American Battle Monuments Commission.....			2	
Arlington Memorial Bridge Commission.....				
Board of Tax Appeals.....			1	
Bureau of the Budget.....			71	
Civil Service Commission.....			161	39
Commerce.....	6	38	18	3
Efficiency.....			12	
Employees' Compensation Commission.....			1	
Federal Board for Vocational Education.....			1	1
Federal Power Commission.....			1	
Federal Radio Commission.....	1	1	8	10
Federal Trade Commission.....				
Fine Arts Commission.....				
General Accounting Office.....				
Government Printing Office.....		2	1	
Interior.....	2	1 550	21	1 513
International Boundary Commission.....				
Interstate Commerce Commission.....		17	4	
Justice.....		11	2	6
Labor.....		21	101	31
Metropolitan police department.....		4		
National Advisory Committee for Aeronautics.....			1	
National Park and Planning Commission.....				
Navy.....	1	7	7	
Panama Canal.....		6	2	20
Personnel Classification Board.....			18	57
Post Office.....		3	93	
Public Buildings Commission.....	2			
Public Buildings and Public Parks of the National Capital.....	8	4	104	14
Shipping Board.....			1	
Smithsonian Institution.....		9	48	43
State.....			58	6
Tariff Commission.....			5	
Treasury.....	6	1 519	1,038	83
Veterans' Bureau.....	195	1 273	72	12
War.....	10	3	134	3
Total.....	246	1,525	2,161	1,214

¹ Includes Indian field service, in which service it is frequently necessary to make several temporary appointments to a position before it is filled permanently.

² Includes forest guards in the Indian field service who are employed intermittently during the fire season.

³ These are chiefly doctors and nurses in the Public Health Service and hospitals of the Veterans' Bureau.

THE DISTRICT SYSTEM

The decentralization of the commission's operations through the adoption in 1904 of a system of field administration whereby the country was divided into 13 administrative units or districts, each in charge of a district secretary, is known as the district system. These decentralized operations are coordinated and supervised by the chief examiner of the commission, whose duties thus correspond to those of the general manager of a large corporation.

Each district office keeps in close touch with personnel needs in the district and through a study of local conditions and requirements enables the commission to have an intimate knowledge of and to give sympathetic consideration to the special problems which affect the recruitment of labor in different communities for the various branches of the service. The district offices announce examinations, receive, review, and rate applications for certain positions, and maintain registers of eligibles, with the result that positions under the district system are filled with a minimum of delay.

Functioning under the immediate supervision of the district secretaries, and organized and instructed by them or their representatives, are 4,901 local boards of examiners, from which the humblest citizen in the land may obtain without delay and without charge the latest information available regarding the opportunities afforded him to compete on an equal basis with his fellows for employment in the Federal civil service. One hundred and ninety-two of these boards are attached to various field establishments, such as those for the navy yards, the Engineer Service, and the Reclamation Service. Establishment boards of this kind function very much like the commission's district offices in that they announce examinations, receive, review, and rate applications for minor positions at the projects to which they are attached, maintain registers for such positions, and certify eligibles as vacancies occur. The members of local boards are detailed from various Government departments to serve such time as may be necessary, but receive no additional compensation for this work.

The value and effectiveness of the district system are shown by the constantly increasing number of positions which are being handled in that way with the approval of the heads of departments and field offices concerned. Of 44,817 probational appointments made in the executive civil service during the last fiscal year, 42,431 were made to fill vacancies in various field branches. Most of these vacancies were filled from registers maintained in the district offices or by local boards of examiners.

WOMEN IN THE SERVICE

Within the last decade a large number of women have entered the Government service through examinations requiring a college education, or special training in some branch of art or science, but in that time an even larger number, already in the service, have secured positions with these requirements, through promotion.

During the fiscal year 1928-29, women employees in the various departments, qualified through noncompetitive examinations for such

positions as assistant architect; assistant chemist; assistant entomologist; business specialist; assistant business specialist; claims examiner; junior and assistant home economics specialist; assistant editor; junior, assistant, and associate attorney; and junior librarian. Some started their careers in the lower grades of the same work but many of them have advanced from clerks and stenographers.

One of the greatest needs of the service, and one for which women should be equally as well qualified as men, is for trained library workers of the higher grades. The examination requirements of the positions for which the commission has the greatest difficulty in securing eligibles, are: For hospital librarian—three years of library experience, or the equivalent in combined training and experience, and the ability to deal successfully with the sick; for junior librarian—a college education, and, either two years experience in a technical nonclerical library position, or 30 semester hours of library training.

GROWTH OF THE EXECUTIVE CIVIL SERVICE

There were 587,665 employees in the entire executive civil service on June 30, 1929, as against 568,715 at the end of the last fiscal year, which shows a net increase of 18,950 employees. There are now 445,957 positions subject to competitive examination under the civil service act, a gain of 14,194 during the year.

The Postal Service, with 314,795 employees, represents 53.57 per cent, and the remaining services, with 272,870 employees, 46.43 per cent of the entire personnel. The Postal Service had a net increase of 3,860 employees, while the other services had a net increase of 15,090 during the past year. Since June 30, 1916, the Postal Service gained 63,910 and the remaining services 85,698 employees.

On June 30, 1928, there were 61,388 in and 507,327 employees outside the District of Columbia, while on June 30, 1929, the number employed in the District of Columbia had increased to 63,904 and outside to 523,761. Of the net increase of 18,950 in the entire service during the year 2,516 were employed in and 16,434 outside the District of Columbia.

Of the net increase of 18,950 employees in the entire service during the fiscal year, the greatest gains are shown to have been made in the following establishments: The Navy Department, 6,407; the Postal Service, 3,860; the War Department, 1,859; Department of Agriculture, 1,753; the Panama Canal, 1,636; and the Treasury Department, 1,587. The remaining gain of 1,848 employees was distributed among the other services. A few of the establishments show a slight decrease.

The tables following show these changes for each department and office and the extent of the service on June 30, 1929:

TABLE I.—Increase or decrease of employment in the Federal executive civil service during the last fiscal year and during the past 13 years

Department or office	Number of employees		Changes during fiscal year		Number of employees June 30, 1916	Changes during past 13 years	
	June 30, 1929	June 30, 1928	Increase	Decrease		Increase	Decrease
The White House.....	43	45		2	(1)	(1)	(1)
State.....	4, 617	4, 395	222		2, 783	1, 834	
Treasury.....	53, 094	51, 507	1, 587		30, 629	22, 465	
War.....	47, 267	45, 408	1, 859		37, 695	9, 572	
Justice.....	4, 184	3, 861	323		2, 610	1, 574	
Navy.....	50, 575	44, 168	6, 407		35, 722	14, 853	
Interior.....	16, 572	16, 921		349	19, 347		2, 775
Agriculture.....	23, 995	22, 242	1, 753		18, 736	5, 259	
Commerce.....	16, 744	15, 858	886		9, 903	6, 841	
Labor.....	4, 550	4, 167	383		2, 504	2, 046	
Government Printing Office.....	4, 187	4, 050	137		4, 028	159	
Smithsonian Institution.....	564	521	43		784		220
Interstate Commerce Commission.....	2, 042	2, 032	10		2, 243		201
Civil Service Commission.....	583	510	73		2 250	333	
Bureau of Efficiency.....	59	59			27	32	
Federal Trade Commission.....	380	349	31		238	142	
Shipping Board.....	1, 408	1, 675		267		1, 408	
Alien Property Custodian.....	184	185		1		184	
Tariff Commission.....	229	232		3		229	
Employees' Compensation Commission.....	177	155	22			177	
Federal Board for Vocational Education.....	70	68	2			70	
Panama Canal.....	12, 097	10, 461	1, 636		19, 291		7, 194
Public Buildings and Public Parks.....	¹ 2, 425	¹ 2, 370	55		217	¹ 2, 208	
General Accounting Office.....	1, 961	1, 944	17			1, 961	
Veterans' Bureau.....	24, 065	23, 933	132			24, 065	
Railroad Administration.....	21	32		11		21	
Commission of Fine Arts.....	2	2			(1)	(1)	(1)
War Finance Corporation.....	18	42		24		18	
National Advisory Committee for Aeronautics.....	219	197	22			219	
Federal Reserve Board.....	195	195				195	
Board of Tax Appeals.....	150	159		9		150	
Board of Mediation.....	31	37		6		31	
Federal Power Commission.....	30		30			30	
Federal Radio Commission.....	92		92			92	
American Battle Monuments Commission.....	40		40			40	
Miscellaneous.....					165	45	165
Total, excluding Postal Service.....	272, 870	257, 780	15, 762	672	187, 172	96, 253	10, 555
Postal Service.....	314, 795	310, 935	3, 860		250, 885	63, 910	
Total entire service.....	587, 665	568, 715	19, 622	672	438, 057	160, 163	10, 555

Services	Fiscal year	Past 13 years
Net gain, exclusive of Postal Service.....	15, 090	85, 698
Net gain, Postal Service.....	3, 860	63, 910
Net gain, entire service.....	18, 950	149, 608

¹ Included in miscellaneous figures for 1916.

² This is exclusive of details from other Government establishments.

³ This represents the consolidation of a large number of custodial employees and the administration of the following new activities: Arlington Memorial Bridge Commission, National Capital Park and Planning Commission, Public Buildings Commission, and Rock Creek and Potomac Parkway Commission.

TABLE II.—Number of employees in each branch of the Federal executive civil service on June 30, 1929 ¹

Department or office	June 30, 1929						Total
	In District of Co- lumbia			Outside District of Co- lumbia			
	Men	Women	Total	Men	Women	Total	
The White House.....	38	5	43				43
State.....	323	338	661	2,888	1,068	3,956	4,617
Treasury.....	5,918	8,380	14,298	31,915	6,881	38,796	53,094
War.....	2,424	1,746	4,170	39,084	4,013	43,097	47,267
Justice.....	581	251	832	2,375	977	3,352	4,184
Post Office.....	3,203	879	4,082	283,681	27,032	310,713	314,795
Navy.....	6,043	1,170	7,213	40,988	2,374	43,362	50,575
Interior.....	2,284	1,278	3,562	10,694	2,316	13,010	16,572
Agriculture.....	2,962	2,097	5,059	16,261	2,675	18,936	23,995
Commerce.....	3,151	1,913	5,064	10,809	871	11,680	16,744
Labor.....	357	361	718	3,132	700	3,832	4,550
Government Printing Office.....	3,310	877	4,187				4,187
Smithsonian Institution.....	416	148	564				564
Interstate Commerce Commission.....	1,071	339	1,410	616	16	632	2,042
Civil Service Commission.....	137	238	375	135	73	208	583
Bureau of Efficiency.....	43	16	59				59
Federal Trade Commission.....	262	115	380				380
Shipping Board.....	435	313	748	508	152	660	1,408
Alien Property Custodian.....	95	89	184				184
Tariff Commission.....	132	86	218	9	2	11	229
Employees Compensation Commission.....	38	78	116	22	39	61	177
Federal Board for Vocational Education.....	33	37	70				70
Panama Canal.....	62	14	76	11,453	568	12,021	12,097
Public Buildings and Public Parks of the National Capital.....	1,897	528	2,425				2,425
General Accounting Office.....	1,202	759	1,961				1,961
Veterans' Bureau.....	1,564	3,307	4,871	12,115	7,079	19,194	24,065
Railroad Administration ¹	15	6	21				21
Commission of Fine Arts.....	2		2				2
War Finance Corporation ⁵	11	3	14	2	2	4	18
National Advisory Committee for Aero- nautics.....	17	18	35	175	9	184	219
Federal Reserve Board ⁶	88	88	176	19		19	195
Board of Tax Appeals.....	65	85	150				150
Board of Mediation.....	21	10	31				31
Federal Power Commission.....	18	11	29	1		1	30
Federal Radio Commission.....	34	58	92				92
American Battle Monuments Commission.....	6		8	24	8	32	40
Total.....	38,258	25,646	63,904	466,906	56,855	523,761	587,665

¹ Does not include legislative or judicial services, nor the commissioned, warranted, or enlisted personnel of the military, naval, Marine Corps, or Coast Guard services, nor the Government of the District of Columbia.

² Approximated.

³ Includes 13,200 clerks at third-class offices, 203 screen-wagon contractors, 239 carriers for offices having special supply, 5,824 clerks in charge of contract stations, 11,695 star-route contractors, and 280 steamboat contractors. Does not include 33,855 clerks at fourth-class offices who are employed and paid by the postmaster, and 22,338 mail messengers not included in previous computations.

⁴ Includes administrative offices of Emergency Fleet Corporation, but not workmen at shipyards or in warehouses or employees on vessels.

⁵ Positions not subject to the civil-service act.

TABLE III.—War expansion and reduction since armistice

Date	In District of Columbia	Outside District of Columbia	Total	Date	In District of Columbia	Outside District of Columbia	Total
June 30, 1916.....	39,442	398,615	438,057	June 30, 1925.....	63,756	500,962	564,718
November 11, 1918.....	117,760	¹ 800,000	¹ 917,760	December 31, 1925.....	61,509	486,568	548,077
July 31, 1920.....	90,559	¹ 600,557	¹ 691,116	June 30, 1926.....	60,811	499,894	560,705
July 31, 1921.....	78,865	518,617	597,482	December 31, 1926.....	59,569	486,772	546,341
June 30, 1922.....	69,980	490,883	560,863	June 30, 1927.....	59,800	499,338	559,138
June 30, 1923.....	66,290	482,241	548,531	December 31, 1927.....	60,660	493,515	554,175
December 31, 1923.....	65,025	479,646	544,671	June 30, 1928.....	61,388	507,327	568,715
June 30, 1924.....	64,120	490,866	554,986	December 31, 1928.....	62,140	510,967	573,107
December 31, 1924.....	66,079	489,540	555,619	June 30, 1929.....	63,904	523,761	587,665

¹ Approximate.

The competitive classified service has materially increased since January 15, 1884, when there were but 13,780 positions in the entire service subject to competitive examination. During the intervening 45 years this number has gradually increased until it reached a total of 445,957 positions on June 30, 1929. An abnormal increase in personnel is noted for the years 1918 to 1921, inclusive, necessitated by the work incident to the war activities, the peak being reached on June 30, 1918, when the competitive classified service reached a total of 642,432 positions.

The Post Office Service has shown the greatest increase of all services, having increased from 5,690 competitive positions on January 15, 1884, to 241,394 on June 30, 1929. This figure 5,690, represents the total number of competitive classified positions, in the 23 classified post offices, on January 15, 1884, and appears to be a very meager showing when we consider that New York had 17,601, Chicago 12,162, and Philadelphia 4,727 competitive positions on June 30, 1929. The Railway Mail Service increased from 5,448 competitive positions on June 30, 1889, to 21,379 on June 30, 1929.

All other services combined increased from 8,090 on January 15, 1884, to 183,184 on June 30, 1929.

INCLUSIONS WITHIN THE CLASSIFIED SERVICE

Positions and employees brought into the classified service during the fiscal year 1928-29, with citation of authority:

Executive order of Mar. 1, 1904 (classification of positions in the civil service of the War Department in the Philippines)-----	1
Executive order of Aug. 22, 1925 (classifying war emergency employees: War Department, 1; Government Printing Office, 2)-----	3
Executive order of Aug. 14, 1928, amended by the Executive order of Oct. 22, 1928 (classification of Indians)-----	326
Executive order of Dec. 8, 1928 (revoking Executive order of May 21, 1921) (War Department)-----	1
Executive order of Dec. 18, 1928 (individual case, Department of Commerce)-----	1
Executive order of Feb. 15, 1929 (classifying incumbents in the positions of press helper, Bureau of Engraving and Printing, Treasury Department)-----	23
Rule II, section 6, positions and occupants included under Post Office Department, Detroit Post Office (telephone operator), 1; Treasury Department, Custodian Service (telephone operator), 48; War Department, Army transport service, 5; Lake Drummond Canal, 7; Navy Department, Marine Corps headquarters, 60-----	121
Under section 7 (Post Office Service)-----	178
Rule X, section 13, classified for long and meritorious service overseas (War Department, Isthmus of Panama, 3; Philippine Islands, 2; Navy Department, naval station, Cavite, P. I., 3; Department of Agriculture, Porto Rico, 1)-----	9

Total ----- 663

AMENDMENTS TO THE RULES

Operatives engaged in the audit of accounts of the Postal Service in the General Accounting Office were placed in the nonapportioned service, and their transfer or promotion to apportioned positions prohibited by Executive order of June 19, 1916. This action was taken upon recommendation of the Auditor for the Post Office Department in an effort to stabilize this force of employees engaged upon very difficult and uninteresting work. It was found, however, that continuous employment over a period of years on this work adversely affected the health of the employees, and was out of harmony with modern welfare methods and legislation.

By Executive order of August 14, 1928, section 2 of Rule VII was amended placing operatives in the General Accounting Office in the apportioned service, and section 6 of Rule XI, prohibiting their transfer or promotion, was revoked.

On March 2, 1929, sections 1 and 2 of Rule VI and section 5 of Rule XII were amended liberalizing the preference allowed to veterans, their widows, and, under certain conditions, their wives. The effect of this amendment is considered elsewhere in this report in the discussion concerning veteran preference.

EXCEPTIONS FROM PROVISIONS OF THE RULES

Sixty-six Executive orders waiving some provisions of the civil-service rules were issued during the year.

Forty-one orders authorized appointments, 23 permitted reinstatements, 1 conferred a competitive classified status, and 1 waived the age limit to permit examination.

These waivers constitute, as in the past, a small percentage of the entire number of appointments.

Two orders were issued affecting presidential postmaster positions, in each of which examination was waived to permit nomination for postmaster.

A compilation of these orders appears in the appendix.

POLITICAL ACTIVITY

Although a presidential campaign and election occurred during the year comparatively few violations of the political activity rule came to the commission's attention. None of these cases were of a serious nature or excited any special public attention. It is gratifying that no instance of political assessments was found sustained by investigation or finding of grand juries. This was probably due, in part at least, to the warnings issued to employees that while they

were free to vote as they pleased and to express their opinions privately they must not be active politically.

The commission long ago adopted the practice of distributing posters biennially to Federal offices setting forth the restrictions of the political activity rule and warning classified employees not to engage in prohibited activities. It is believed that the limitations of the law and rules are now generally understood by employees and are being well observed.

The following table shows the number of cases in which the commission took action on complaints of political activity and assessments:

Nature of political activity investigated	Recommendations						Total
	Re- quired to dis- con- tinue	Re- quired to with- draw	Cau- tion warn- ing or reprimand	Re- moval or resig- nation	Suspension or reduction in salary	Charges not sus- tained	
Serving on election boards.....		3	10		1		14
Taking an active part in political conven- tions, campaigns, and elections.....			7		2	8	17
Electioneering.....			1			1	2
Influencing voters by use of money.....				1			1
Becoming a candidate for elective office.....		7		1	1		10
Soliciting support for political candidates.....			1				1
Publication of political articles.....			1			1	2
Holding office in political organization.....		9	3		1		13
Activity in school controversy.....					2	3	5
Display of campaign posters and wearing of campaign buttons.....	4						4
Assessments.....			1				1
Miscellaneous (minor offenses and 2 or more charges).....			35	4	4	26	69
Total.....	4	19	60	6	11	39	139

It will be observed that the number of cases was somewhat less than during the year covered by the last report—a fact more notable because of the presidential campaign. The investigations indicate that infractions of the political activity rule are due usually to ignorance rather than willful violations.

It has been found in a relatively large proportion of cases involving violation of the political activity rule that the offender is a rural carrier, due, no doubt, to the practice (referred to in the commission's Forty-first Annual Report) of the Post Office Department obtaining recommendations for rural carrier appointments from Members of Congress or political committees. The department states that it has now definitely discontinued this practice. Steps have recently been taken to have each new appointee to the Rural Carrier Service furnished with printed information concerning the restrictions placed upon political activity, which, it is hoped, will have the effect of reducing the number of infractions of the political activity rule by this class of employees.

In five cases postal employees were found to be holding local office or to be candidates for such office in contravention of the Executive orders of January 17 and 28, 1873. These cases were referred to the proper departmental authorities and the employees were required to withdraw from local office.

Thirteen complaints of alleged political activity on the part of presidential officers and unclassified officers and employees were reported to the commission. These complaints were referred to the head of the department under which these persons were serving.

The postmaster of a fourth-class office resigned the postmastership to accept the office of county commissioner. One postmaster of a fourth-class office was removed on charges including political activity; however, the violation of the political activity rule did not in itself warrant drastic disciplinary action.

In three cases the Post Office Department administered a reprimand and reduction in salary for service reasons, including political activity, without reference of the cases to the commission for recommendation.

It is, of course, desirable that the penalties imposed for violations of the political activity rule shall be uniform throughout the service. At present there is no requirement that the recommendation of the commission shall be followed by the departmental authorities. It may be stated, however, that with few exceptions they concur in the commission's recommendations and take action accordingly.

During the year, permission has been granted, under the terms of the Executive order of August 27, 1919, to two employees of the Naval Academy, Annapolis, Md.; and three employees of the Norfolk Navy Yord, Portsmouth, Va., to become candidates for municipal office.

PERSONNEL RECORDS

The statements in our annual report for 1928 relating to personnel are still pertinent and are therefore repeated. Progress has been made with our present force in supplementing the records by the objectionable method of deferring important but less urgent work.

The civil service act of 1883 made necessary the creation and maintenance of a service record of each employee subject to that act. The value of these records to the Commissioner of Pensions in checking services and salaries reported to him as a basis of computation of annuities is recognized in the following provisions of the retirement act:

The Civil Service Commission shall keep a record of appointments, transfers, changes in grade, separations from the service, reinstatements, loss of pay, and such other information concerning individual service as may be

deemed essential to a proper determination of rights under this act; and shall furnish the Commissioner of Pensions such reports therefrom as he shall from time to time request as necessary to the proper adjustment of any claim for annuity hereunder; and shall prepare and keep all needful tables and records required for carrying out the provisions of this act, including data showing the mortality experience of the employees in the service and the percentage of withdrawals from such service, and any other information that may serve as a guide for future valuations and adjustments of the plan for the retirement of employees under this act.

The provisions regarding mortality experience and percentage of withdrawals call for expansion of the records as does also inclusion under the retirement act of superintendents of national cemeteries, employees of the Architect of the Capitol, Library of Congress, Botanic Garden, recorder of deeds, register of wills, Panama Canal, municipal government of the District of Columbia, and postmasters of the first, second, and third class who have been promoted, appointed, or transferred from the classified civil service, none of whom are subject to the civil service act or rules.

The commission is desirous of establishing a current record, in one alphabet, of all employees in the executive civil service, both for official use and legitimate public use. As the constant additions to the service records necessitate their separation by departments and establishments, the Official Register, which was discontinued by Congress, after 1921, is greatly missed as a book of reference.

If the classification act of 1923 shall be extended to the field service, extensive additions to the service records will be required.

RURAL CARRIERS

A readjustment of the service by the Post Office Department has been under way for the past few years, resulting in the discontinuance of 564 rural routes during the past year. There remain 43,867 routes.

Heretofore in filling vacancies it has been the practice of the department to obtain recommendations from Members of Congress or members of political committees. Letters from eligibles have been received conveying the impression that selections were governed by political considerations. The commission has protested against this practice,² and is glad to state that it has now been discontinued. The list of eligibles certified is now sent by the department to the postmaster for his report upon their character. This procedure has resulted in expediting appointments and shortening the periods of temporary service.

² See Forty-first Report, pp. 26 and 27.

RETIREMENT

An amendment of February 20, 1929, of the retirement act permits the commission to validate services rendered by employees retained beyond retirement age without the requisite prior approval, when such retention was not due to any attempt of the employee to deceive for the purpose of defeating any provision of the retirement act. Relief is being afforded to innocent employees by giving them credit for service past the retirement age, or refunding to them or their widows, deductions made from salaries paid them past retirement age. The number is not large.

OPTIONAL RETIREMENT

Retentions exceed retirements for age. Two-year extensions beyond retirement age have been granted 12,375 employees; and enough of these have obtained one or more additional 2-year extensions to increase the number of continuance certificates to 19,745; but only 18,910 employees have been retired for age upon annuity. This indicates that employees generally do not desire to retire, and that the actuarial assumption is incorrect that any considerable per cent of them would be tempted to retire by an increase of annuity, or an option in retirement age. Figures just given are more significant because at all times there have been department and office heads opposed to retention of employees beyond retirement age. Experience of nine years under the retirement act indicates that employees will not, because they can not, to any great extent, take advantage of any early optional retirement which may be provided. Most employees, at all ages, married or single, have obligations and family dependents. They can not afford to accept an annuity which can not exceed two-thirds of their pay, and may be much less, and whose maximum is \$1,000. An increase of the maximum to \$1,200 would not greatly modify the conditions. Optional retirement would thus be amply guarded against abuse by employees in sound health.

As was stated in last year's report, it is learned informally that 95 per cent or more of all employees in the departments, on arrival at retirement age, desire to remain if they are at all able to do so; except that in the Post Office Service the percentage willing to retire is somewhat greater.

The Government's need of an optional retirement provision is shown by the relative numbers of annuitants retired for age and for disability on the rolls on June 30, 1928, according to Table 20 in the report of the Commissioner of Pensions.

Classes	Retire- ment age	Total	Retired for age		Retired for disa- bility	
			Number	Per cent	Number	Per cent
Annuitants on roll June 30, 1928.....		15,383	12,173	79.13	3,210	20.87
Railway mail clerks.....	62	1,191	1,060	89.00	131	11.00
Rural letter carriers.....	65	2,452	2,118	86.38	334	13.62
Mechanics.....	65	3,362	2,853	84.86	509	15.14
Classified laborers.....	{ 65 } 70	{ 899 } }	713	79.31	186	20.69
Post-office clerks.....	65	1,355	1,012	74.69	343	25.31
City letter carriers.....	65	2,698	2,008	74.43	690	25.57
Unclassified laborers.....	65	115	83	72.17	32	27.83
Departmental and other clerks.....	70	3,311	2,326	70.25	985	29.75

The fact that 20.87 per cent of all annuitants now on the roll were retired for total disability before they reached retirement age indicates that there are many in the service whose efficiency is impaired but who can not now be retired, their disability not being total. A lowering of the retirement age and an optional retirement, say at the age of 60, after long service, would make for greater efficiency.

A LOWER AND UNIFORM RETIREMENT AGE

Seventy years as a retirement age for clerks is too high, as nearly 30 per cent of all annuitants in that group were retired for total disability before reaching 70, and a large per cent of that group still in the service must be partially disabled. Sixty-five years as a retirement age for post-office clerks and carriers is too high, as over 25 per cent of those on the rolls as annuitants were retired for total disability before reaching 65. The Government must carry these partially disabled clerks, either as employees or annuitants. At present it is carrying them at full salary for impaired services. The above table and facts suggest a flat optional retirement age of 60 years for all groups of employees.

THE VARYING COSTS OF EQUAL ANNUITIES

The unfairness of charging a \$3,000 employee twice as much as one at \$1,500 for the same annuity, and requiring an employee who entered the service 40 years below retirement age to pay deductions 10 years longer than one appointed 30 years below retirement age, for the same annuity, still continues. Deductions should cease after 30 years of service, and should not be levied on any portion of salary in excess of \$1,500.

TOTAL DISABILITY

A total disability annuitant who is subsequently rated as recovered goes off the rolls after 90 days, whether he is able to secure reinstatement in the service or not. As his separation for disability

was just as involuntary as though he had been separated by a reduction of force, with the additional handicap of illness, he should, if 45 years old, be entitled to a deferred annuity to begin at the age of 55.

FORCED RETIREMENT FOUR YEARS BEYOND RETIREMENT AGE

The provision in the act "That after August 20, 1930, no employees shall be continued in the civil service of the United States beyond the age of retirement for more than four years" will force many separations within the next year, unless the law is modified at the December session. Of the 19,745 continuance certificates issued by this commission since the act was passed, 2,571, or over 13 per cent, were for those who had served four years or more beyond retirement age.

The commission, being satisfied from its experience with the administration of the civil service act and the retirement act that mandatory retirement would in some cases be detrimental to the service, suggested an amendment of the act in letter of May 10, 1929, to Senator Porter H. Dale, chairman, Senate Committee on Civil Service.

This commission on July 25, 1929, sent out to 45 heads of departments and independent establishments, a circular letter inviting their views on a proposed amendment to make possible continuance for more than four years "in special cases where the head of the department, branch, or independent office concerned, certifies, and the Civil Service Commission agrees, that the continuance of the employee would be advantageous to the public service." Eight departments and 14 other establishments replied. The Interior, Navy, Post Office, Agriculture, Commerce, and Treasury Departments are adverse to the amendment; Justice and Labor favor it, and the Departments of State and War did not reply. The General Accounting Office and Office of the Director of Public Buildings and Public Parks, are adverse; but the Architect of the Capitol, Federal Power Commission, Interstate Commerce Commission, Librarian of Congress, librarian District of Columbia Public Library, Panama Canal, recorder of deeds, Shipping Board, and Tariff Commission, favor the amendment. The Smithsonian Institution has already recommended to Congress the exemption of research workers from the 4-year limitation. The replies appear in full in the appendix to this report.

The statements adverse to the amendment are that the departments, during the past 10 years, have had time to train employees to take the places of those who are to retire; that the employees due to retire have had time to adjust their affairs; that the proposed

change is not needed; that the service will be improved by the retirement of most of the employees at age of 70, and that the few retained beyond 70 should all be retired on or before they reach 74 years. This reasoning seems to ignore the fact that many employees reach retirement age from 5 to 8 years below age of 70.

Favoring the amendment, the Department of Justice states that "some employees at 74 are as able as ever, physically and mentally, and of much greater value to the Government than ever because of their long experience. To compel the retirement of such employees at any arbitrary age can not be for the best interests of the Government."

The Governor of the Panama Canal says, "a number of our employees who are scheduled for compulsory retirement next year possess qualifications, through training and experience in canal work, which fully warrant continuance of their service for the public good." He refers also to the fact that their annuities would average less than \$60 per month, as raising a serious problem in connection with their reestablishing themselves in the United States. These canal employees will be forced out at age 66, as they reach retirement age at 62 years, after 15 years' service in the Tropics.

The Shipping Board believes that compulsory retirement might create a hardship both on the employee and the department.

The Architect of the Capitol says, "I believe that the heads of departments in connection with the assistance of the United States Civil Service Commission, are better able to determine the questions of retirement or retention in service in relation to the needs of the departments than can be determined by a general law of limitation."

The librarian of the District of Columbia Public Library says, "By all means the Government ought to retain in its employ persons beyond the age of 74 who are still vigorous physically and mentally, who are desirous of continuing their work, and whose service is of such character that their superior officers wish to retain them."

The Librarian of Congress says, in part, "Speaking for the Library of Congress, my answer is that not merely will such an amendment be desirable, but that the exceptions which it proposes are indispensable to the efficiency of our service. So clear has this been to me from the actual observation and experience of that service, that I had in fact intended at the appropriate time to ask for some exemptions applying to it.

"It is to the professional grades that they would particularly apply. This is not to say that they might not be desirable to some extent in the clerical and administrative service also. The professional service of the Library, however, includes the application to our work, especially in the development of the collections, and the interpreta-

tion of them to the public, of an accumulated knowledge of the material and experience, in making it useful, that can not possibly be replaced by a newcomer. The loss of a veteran in that relation is therefore the loss of an asset which can not be made good in a new appointee.

"This does not mean that the efficiency of every employee continues indefinitely. There are points at which his initiative and his administrative efficiency will diminish. If his work involves the conduct of a department for which initiative, physical vigor, and those other qualities that make for administrative efficiency are indispensable he should, of course, be discontinued or his relation and pay readjusted. But in numerous instances, even these qualities continue beyond the age of 74, for during the past 50 years the age of efficiency has itself been prolonged. A large, important, and distinctive service rendered by individuals of our staff, distinguishing the Library from an ordinary executive bureau, is an advisory service in the development of the collections and a responsive service to inquiries in the interpretation of them. And this service, depending, as I have stated, upon accumulated knowledge of the literature, of the collections in the Library, and of the apparatus for their use, is apt to continue practically undiminished for a period considerably beyond the age of 74.

"In exceptional cases it is certain to do so, and as the amendment leaves the rule as it stands, providing only for exceptions upon a specific certificate, and for periods of two years at a time, I believe that it should by all means be adopted.

"And this belief is based not upon sympathy for the employees, but upon the benefit to our service."

Mr. Joseph S. McCoy, Government actuary, Treasury Department, states that the late Hon. John A. Kasson, with whom he worked for three years, at the age of 82, was the ablest official in his experience. Mr. Kasson was Assistant Postmaster General in Lincoln's first Cabinet, Chairman Ways and Means Committee, Minister to Austria and Germany, and at the age of 79 began three years of service under President McKinley aiding the State Department, passing upon all questions relating to our foreign trade. Mr. McCoy further refers to a present Cabinet officer, who, at the age of 74, is unequalled, and to a United States Senator who at the age of 85 is yet thoroughly competent and efficient. He says further:

"My experience is that ability and efficiency gained in many lines of work, can not be passed on, but can only be acquired by long and laborious service. * * * Age has balance, youth has vim. Both are necessary. For these reasons I am in favor of retaining in the service, by mutual consent, civil employees so long as such service is of value to the Government."

Mr. J. Clawson Roop, director, Bureau of the Budget, says: "I am of opinion that continuance in the service for certain specially qualified employees would be very advantageous to the public service, and that it is desirable that the amended retirement act should contain such a provision."

Some of the department and office heads deem it necessary to retain experienced employees, whom they regard as indispensable, as long as they are efficient. The proposed amendment would permit this if the Civil Service Commission agrees that their retention would be advantageous to the public service, leaving the compulsory retirement provision unchanged in its general application to departments not appealing to the exception. Certifications of efficient employees for continuance have been thus far, in the language of the act, "as of course." Continuances for more than four years will be "exceptional" if the proposed amendment is adopted.

The fact, if it be a fact, that in some offices the need to retain an employee more than four years beyond retirement age will never arise can not justify compulsory retirement in other parts of the service of those who should be retained in the public interest.

CHARACTER INVESTIGATIONS

It may be accepted as fundamental that no law, however worthily conceived, can be more honestly and effectively enforced than those entrusted with its enforcement are themselves disposed and able to enforce it. This principle is especially applicable in the selection of honest and qualified persons for appointment to law enforcement positions.

With a full appreciation of the many perplexing difficulties which have attended the Government's efforts in prohibition enforcement, the commission, in its selection of personnel for that service, has required from the outset a character investigation for all applicants. In the general field of law enforcement, it is vital that those appointed shall be persons whose conduct, associations, and reputation shall give assurance of honest and conscientious effort at enforcement of the law. This applies with special emphasis to those positions which relate to prohibition enforcement.

In the first examination for agent, inspector, and investigator positions, the character test eliminated as unsuitable somewhat less than a half of the whole number of competitors who had qualified under the preceding requirements. Some of the more common grounds for the rejection of applicants were: False statements under oath, immorality, use of intoxicants, criminal records, grafting or other dishonesty, failure in previous public service, bad reputation, etc.

Experience has demonstrated the definite need for a searching inquiry into the qualifications and general suitability of persons seeking appointment to positions of responsibility and trust. Although the commission lacked the funds necessary to extend this investigative procedure to the whole field of law enforcement positions, it was able, during the current fiscal year, to apply the character investigation to 1,103 competitors for customs patrol inspector—a position which resembles the position of prohibition agent. A preliminary analysis of the cases thus far completed indicates that slightly more than 60 per cent of the competitors who, having met all antecedent requirements have been submitted to character investigation, will become eligible for customs patrol inspector.

As the requirement of character investigation has been extended from the prohibition examinations to examinations held for a limited number of other law enforcement positions, the importance of this type of test has become increasingly evident. The commission believes that this examination procedure should be extended to the following law enforcement positions not under the Bureau of Prohibition:

Inspector of customs.	Policewoman, District of Columbia.
Immigrant inspector.	Probation officer, Federal courts.
Immigration patrol inspector.	Special agent, intelligence unit.
Junior naturalization examiner, law.	Customs guard.
Motorboat operator, Customs Service, Detroit.	Guard, penal and correctional institutions.
Operative, Secret Service.	Warder, correctional institution for women.
Policeman, District of Columbia.	
Policeman, Hot Springs National Park.	

INVESTIGATION OF FRAUDS

In addition to violations of the rule prohibiting political activity on the part of classified employees, the commission takes notice of derelictions on the part of applicants. These include false statements in applications, copying or collusion in the examination room, and impersonation. False statements in applications cover concealment of police and bad business records, exaggerated and unwarranted claims of education and experience, and misstatement of age to meet entrance requirements. In cases of copying or collusion in the examination room, one or more competitors will copy the work of another, usually without the knowledge of the examiner, and in defiance of his orders. It occasionally happens that when one person is offered or selected for appointment, another person will present himself: Father for son, brother for brother, friend for friend. These cases are carefully investigated, and the following remedies applied when guilt is established: Prosecution of the more flagrant

cases; cancellation of papers and debarment from examinations; and when the accused is an employee in the Government service, request or recommendation is made for his removal, suspension, or reprimand. Investigations are made by correspondence and personally, both with satisfactory results, and it seems necessary that the commission shall continue these investigations due to the fact that many persons attempt to secure appointment through fraudulent means. It is believed that few attempts at fraud escape detection.

THE APPORTIONMENT

Continued effort has been made to correct the inequality in the apportionment of appointments, but the constant failure of many of the States to furnish eligibles perpetuates the disparities.

The civil service act, providing for an apportionment, is silent as to the method for bringing it about. It merely authorized the President to make rules to provide, as nearly as the conditions of good administration would warrant, among other things, for selections from among those graded highest as the result of open competitive examination, and an apportionment of appointments in Washington "among the several States and Territories and the District of Columbia, upon the basis of population as ascertained in the last preceding census." "Every application," it declared, "shall contain, among other things, a statement under oath, setting forth his or her actual bona fide residence at the time of making the application, as well as how long he or she has been resident of such place."

Section 2 of civil service Rule VII provides the method of bringing about the apportionment:

Certification for appointment in the departments or independent offices at Washington shall be so made as to maintain, as nearly as the conditions of good administration will warrant, the apportionment of appointments among the several States and Territories and the District of Columbia upon the basis of population, but eligibles who have been granted military preference shall be certified without regard to the apportionment * * *.

Effect is given to the opposing provisos of the act by placing the names of eligibles upon the various registers in the order of their examination ratings, and then, as vacancies occur in Washington subject to the apportionment, by certifying those with the highest ratings from the group of States in arrears, followed, when depleted, by those with the highest ratings from States, singly, in excess. This order of State precedence is determined from a semi-monthly table of the States arranged in inverse order according to the shares of appointments received, similar to that shown in the appendix of this report. Eligibles, except those with very low ratings, are certified from States in arrears before those from States

in excess. No eligibles are certified from the two States most in excess, and the District of Columbia, until after all other eligibles with even the lowest ratings, have received certification. This method gives the States themselves the power largely to regulate the shares of appointments they shall receive, by the number and classes of eligibles they furnish.

There are certain exceptions to this numerical order, in addition to veterans: Eligibles, of which the number is inconsiderable, who are already in the apportioned service, and therefore certified without regard to the apportionment, and surplus employees formerly in the apportioned service, with reemployment eligibility. Following drastic reductions in force after the war, reappointments from States in excess added much to the derangement of the apportionment, but the number is now negligible as there are only occasional reductions.

Under the Executive order of March 2, 1929, disabled veterans, the wives of totally disabled veterans, and the widows of veterans, are certified for appointment in advance of other eligibles. These classes are also certified without regard to States, although they, like other eligibles, preference and nonpreference, are required to prove residence and domicile, and their appointments are charged to their State, whether or not in excess.

The question of determining residence in connection with examinations for the apportioned service has assumed relatively greater importance and become the subject of more restrictive legislative action, as the increasing difficulty in maintaining an exact apportionment has become recognized. After the act of January 16, 1883, requiring nothing more than a statement under oath from the applicant, to establish claim to residence, the first pertinent statute was enacted July 11, 1890 (26 Stat. 235), as follows:

That hereafter every application for examination before the Civil Service Commission for appointment in the departmental service in the District of Columbia shall be accompanied by a certificate of an officer, with his official seal attached, of the county and State of which the applicant claims to be a citizen, that such applicant was, at the time of making such application, an actual and bona fide resident of said county, and had been such resident for a period of not less than six months next preceding, but this provision shall not apply to persons who may be in the service and seek promotion or appointment in other branches of the Government.

This provision was found later to permit the admission to the apportioned service, as residents of States, applicants whose only claim to such residence lay in the fact that they were the wives or children of Government employees living in Washington, appointed perhaps many years before from such States, and others whose claims

were equally debatable. Accordingly, the following provision was inserted in the Census Act of July 2, 1909:

That hereafter all examinations of applicants for positions in the Government service, from any State or Territory, shall be had in the State or Territory in which such applicant resides, and no person shall be eligible for such examination or appointment unless he or she shall have been actually domiciled in such State or Territory for at least one year previous to such examination.

The Attorney General, in a ruling of August 18, 1909, declared, in effect, that each applicant, under this act, must have been actually domiciled in the State or Territory where he applied for examination, for at least one year previous to such examination; that is, that he must have had his permanent home within that State or Territory, a home adopted for at least one year previous to the examination. He also ruled that "one year previous" meant next preceding. On March 27, 1918, the act was amended to permit applicants to be examined, while temporarily absent from their States. In its amended form, it was substantially reenacted in the census act of March 3, 1919, still in force. The present requirements are accordingly rigid enough to exclude, as residents of States, applicants whose claims are not shown to be recent and beyond question.

By Senate Resolution 154 a committee of Senators was created to investigate illegal appointments and dismissals in the civil service. A report of the hearings has been published in a Senate document entitled "Appointments and Dismissals in the Civil Service—Seventieth Congress, First and Second Sessions." The commission was not able to supply data concerning the methods pursued by appointing officers in the selection of employees to be dropped, as bearing on the apportionment situation. The commission may investigate dismissals only when alleged, with offer of proof, to have been made for political or religious reasons, or without observance of the statutory procedure. The attention of the investigating committee was, however, drawn to the fact that there is no requirement for an observance of apportionment in the separation of employees. The Executive order of June 4, 1925, based upon statutory requirements, sets up a system of efficiency ratings to be observed by department heads in reducing forces.

Relative to appointments, lists were prepared for a representative period, the year ended December 31, 1927, being selected, showing:

(1) That there were 3,598 original appointments, reinstatements, and transfers—the entries into the apportioned service for which the commission was directly responsible—and 1,336 by Executive orders and acts of Congress.

(2) That of the 1,836 original appointments during the year, the District of Columbia, Maryland, Virginia, Vermont, and Delaware, received 661. The registers from which 314 of these were drawn,

although used actively, were so deficient in eligibles from other States, due to low salaries, as to give rise to the question of excluding the positions from the apportionment. Eligibles were also lacking for the better paid positions: Of 104 junior patent examiners appointed, 35 were from States in excess, the apportionment not operating effectively on this register, on the junior stenographer or typist register, nor registers for operators of various office devices, as the supply barely met, or failed to meet, the demand. Two hundred and eighteen appointments from States in excess came from these groups. The remaining 129 from States in excess were drawn from about 80 different registers, 46 of the appointees being veterans. Most of the other 83 positions were of a highly technical character, for which eligibles were available only from States in excess, many from distant States, as well as near-by States, declining to accept.

(3) That in recognition of the value of experience and training to the Government, the apportionment is not a bar to reinstatement. Reinstatements of former employees from States in excess during the year were in general made to the same classes of positions for which eligibles on the registers were lacking from States in arrears.

(4) That the conditions above described have existed for many years despite the recruiting methods of the commission, and the disparity has grown year by year. During the World War all eligibles had to be utilized, no matter from what States they came.

Attention was also drawn to the fact that the apportionment does not apply to offices in Washington essentially local in character, such as the Washington post office, the Georgetown customhouse, St. Elizabeths Hospital, and others; also, to the fact that positions subject to the apportionment constitute little more than 6 per cent of the entire Federal executive civil service and that, in view of the participation of many of the distant States in local appointments, the District of Columbia and near-by States have no monopoly of Federal positions.

ADVANTAGES ACCORDED INDIANS EMPLOYED IN THE INDIAN SERVICE

It is required by statute that preference be given qualified Indians in employment in the Indian Service. In order to observe this requirement in the fullest measure the employment of Indians has been permissible without examination under Schedule A of the civil service rules or upon noncompetitive examination for certain positions under Schedule B of the rules.

As educational facilities, both cultural and occupational, for these wards of the Government have become more general it was felt that preference in employment could be granted them and at the same time apply the competitive principles of the merit system to the

advantage of the Indians themselves and the service. Accordingly an Executive order was issued August 14, 1928, placing positions in the Indian field service, with the exception of disciplinarian and minor positions, in the competitive class. The order provided that Indians already in the service were to be given a classified status upon certification by the Interior Department that they were efficient. It also provided that in making appointments as the result of competitive examinations Indians should be preferred in certification in the Indian field service upon request of the Department of Interior. As a further safeguard to the rights of Indians to the preference granted by law, it was provided that they should have eligibility for reinstatement without time limit.

The advantages to Indians under this order are obvious. By becoming a part of the classified service they are entitled to the privileges of transfer and reinstatement to positions anywhere within the classified service and they become subject to the benefits of the retirement act. When faced with the knowledge that the best qualified among them will receive appointments as a result of competitive examination it should be an incentive to greater effort on their part to take advantage of the facilities which are offered for their improvement. It is a forward step in the progress of the Indian toward the full rights and responsibilities of citizenship.

PHYSICAL EXAMINATION

Employees are presumed to be capable of serving under ordinary conditions at least 30 years, and their general health at the time of appointment should therefore be sound. For many positions unusual physical strength and endurance is also requisite, but for all employments there should be freedom from systemic diseases which invite or threaten an early disability or interfere with acceptable service or endanger fellow employees.

It has been suggested, to avoid disappointment to eligibles and expense to the Government in holding examinations for persons who can not be appointed because of physical disqualification, that every application should be accompanied by a medical certificate. This, however, is not practicable, because of the expense to the many who fail to pass, or who, if they do pass, are not reached for appointment. The filing of a medical certificate with the application is therefore required only when the duties of the position sought demand a high degree of physical ability or, in individual cases, when question arises. For less exacting positions—probably three-fourths of the appointments—reliance is placed on the examination given at the time of appointment. Questions are asked in the application intended to disclose gross defects and the applicant is warned that

if appointed he will be required to pass an examination by a Federal medical officer. He can then consult his family physician if in doubt.

Both in the interest of the individual and for the protection of the service, the commission aims to extend facilities for examinations by Federal medical officers at the time of appointment. Under the Executive orders of May 29 and June 18, 1923, and September 4, 1924, all full-time medical officers in the military and civil services are required to make these examinations as a part of their official duties. There are 450 places at which these officials are available, usually at or near centers of population, and convenient of access for most of those appointed. The rest of the country is covered by medical officers who are on a part time or a fee basis, and whose charge for examination must be paid by the appointee. It is intended to extend the opportunities for physical examination so that employments in the field service may be on the same basis as those in Washington, where the system is complete. All persons appointed will thus pass a medical examination before entry on duty.

The acceptance or rejection of an appointee where some defect exists is based upon the nature of the defect and the duties to be performed. In the case of disabled veterans the disability is waived if it is not of such a nature as to seriously menace the health or safety of fellow employees and permits a fairly efficient performance of the duties of the position.

The good effects of physical standards are evident in an avoidance of partial loss of working ability due to morbidity or physical defect, of claims arising under employees' compensation statutes where defective physique or health contributes to bring about an injury or to retard recovery and of applications for premature retirement under the disability provisions of the retirement act.³

TRANSFERS, REINSTATEMENTS, AND PROMOTIONS

Since the classification act of 1923 went into effect transfers have been less frequent, as there is less incentive for change on the part of the employee, positions having been standardized in all departments as to duties and salaries. Reinstatements, on the other hand, have increased, the rule having been made more liberal, allowing reinstatement in a different department, and the period of eligibility having lengthened in proportion to length of service, until the Executive order of July 9, 1929, allowed unlimited eligibility, subject to reexamination, where the total service amounts to five years or more. The reinstatement of employees, especially those of considerable service, has been favored by Executive orders, as thereby experienced employees already trained become available.

³ See annual reports, fortieth, p. 67; forty-first, p. 28; and forty-second, p. 22.

Promotion on noncompetitive examination has also increased largely owing to the effort of the departments to have their employees qualify under the rules for positions to which they were allocated out of status on the basis of duties they were found performing.

Reductions in force in large numbers such as occurred for a few years following the World War no longer occur. Where they now occur it affects only a comparatively small number of persons. During the past year a number of persons serving temporarily in the War Department on the work of adjusted compensation for World War veterans were dropped as that work neared completion. Many of those dropped had a classified status and were able to secure positions in other branches of the service.

Under the Executive order of November 29, 1918, amended February 18, 1927, the names of persons dropped because of reduction of force and recommended for further employment on account of demonstrated efficiency are restored to the reemployment register. Appointing officers are urged to make all possible use of such eligibles in the interest of conserving their training and experience. Every effort is made to put such persons in touch with other positions for which they are qualified. Reemployment registers are less generally used than formerly because the transfer and reinstatement rules have been so liberalized that it is possible for such persons to obtain as much or more by transfer or reinstatement as by eligibility on the reemployment register. Most persons eligible for reinstatement now apply directly to the heads of offices and many secure further employment in this manner.

PROBATIONARY PERIOD OF APPOINTMENTS

In order to determine whether a new appointee is a good worker, the civil service act and rules prescribe a probationary period. This period is part of the examination, and no appointment is made absolute until the probation is satisfactorily completed. It lasts for six months in most parts of the service, but one year has been found to be necessary for certain isolated positions.

While an employee is on probation he may not be promoted unless within reach of certification for the higher salary nor to positions requiring different entrance tests. This restriction was intended to prevent the offering of appointment to favored persons at a salary so low that no other eligible would accept, and shortly thereafter of making promotion to a rate of pay in keeping with the position.

If the conduct or capacity of the probationer is found wanting he must be so notified in writing with a full statement of reasons, and such notice terminates his services. The names of probationers separated without delinquency or misconduct may be replaced on

the register for certification during the remainder of the period of eligibility, but the reinstatement eligibility of such persons extends only to the office from which separated.

There is need to impress upon appointing officers that they must be alert and mindful to secure efficient service if they are to accomplish the results with which they are charged, that the appointment in the first instance is merely provisional to be succeeded by a practical scrutiny of the behavior and work of the probationer for a sufficient period to ascertain whether he is seriously lacking in business capacity or fidelity. The probationer does not need to be kept during the entire six months but only so long as to satisfy the appointing officer that he is not worthy of ultimate retention; and even if permanently appointed, he should be removed if found unsuitable.

While the small percentage of those dropped during or at the end of probation would indicate that the preliminary examination does fairly test the requisite qualifications for the service, it nevertheless is not conclusive since appointing officers may be passive in not giving sufficiently close observation of the habits and work of the probationer and thus fail to guard the service against the retention of the incompetent. A thorough and effective use should be made of the probationary period, and appointments should become permanent only upon a definite administrative report upon the quality of service.

ATTORNEYS

In the departmental service in Washington there are approximately 2,925⁴ positions the incumbents of which perform work of a legal nature. These positions may be divided into two general groups, one comprising such positions as law clerks, examiners, and adjudicators, and the other including attorneys, trial examiners, and legal advisers. Positions in the first group are embraced within the competitive classified service and vacancies therein are filled in accordance with the civil service law and rules.

The second group contains about 1,275 positions, the duties of which are diversified and extend to practically every branch of the law. Employees therein are engaged in the active trial of cases or in the conduct of formal hearings, the drafting of legal opinions or decisions, the preparation of cases for trial, the examination into the legality of transactions, or other duties which ordinarily fall to the lot of a practitioner.

There is, however, a lack of uniformity in the methods of selecting personnel to perform attorney work. In some departments attorneys are appointed through open competitive examination; in

⁴ Information concerning the number of legal positions in the field service is not available. Such data may be included in the report of the Personnel Classification Board.

one branch of the service they are selected as a result of noncompetitive examination by the commission, while the majority of departments appoint attorneys without examination and apparently without the application of any test of fitness.

Attorneys under the Bureau of Prohibition and probate attorneys for the Five Civilized Tribes of the Quapaw Agency in Oklahoma are included within the classified service by acts of Congress.

On March 12, 1927, an Executive order was promulgated providing for the appointment thereafter of all attorneys in the Veterans' Bureau upon noncompetitive examination by the commission. Regulations were adopted jointly by the bureau and the commission specifying the type of examination (whether assembled or nonassembled) and the preliminary requirements as to education and experience for each grade of attorney. It is the policy of the Veterans' Bureau to nominate for examination persons who have had either military or naval service and whose employment record would seem to fit them to perform the duties to which they may be assigned.

On request of the Interstate Commerce Commission, and on agreement that it would fill all of its attorney positions through open competitive examination or by the promotion of competitive employees, the commission has been holding examinations for attorney or law examiner for that commission for approximately 13 years. The Interstate Commerce Commission has never expressed a desire to abrogate this agreement and to return to the former plan of selection without competition. On the other hand, the competitive method has met with general satisfaction and approval.

Except in those services above named, attorneys are appointed without examination under the provisions of Schedule A of the civil service rules, the matter of the qualification of appointees being one for the department concerned and not for this commission. The single departure from this procedure is the Treasury Department, which, by agreement with the commission, adopted standard qualifications for each of the various grades of attorneys, each appointment being submitted to the commission with a sworn statement from the proposed appointee concerning the extent of his education, training, and legal experience, the commission determining whether he meets the preliminary requirements.

In this connection it may be explained that the function of the commission with reference to appointments of attorneys under the provisions of Schedule A of the civil service rules is to determine whether persons so appointed are in fact to perform the duties of an attorney. For its guidance the commission adopted the following definition for attorney with respect to duties:

Positions the predominant duties of which are to prepare drafts of decisions or opinions to be rendered by courts, or other officers or establishments of the

Government authorized by law to render decisions or opinions on matters involving legal questions or to participate in a legal capacity in representing the interests of the Government in matters pending before such courts, officers, or establishments, or to perform legal work in the preparation of such cases for presentation to such courts, officers, or establishments, and which require admission to the bar.

Therefore a person proposed for appointment as an attorney under Schedule A must have been admitted to the bar and must be assigned to the performance of duties of the character described above.

Undoubtedly there are many attorney places requiring exacting and peculiar qualifications or involving the performance of highly specialized or confidential work for which a particular officer of the Government is personally responsible. It would seem desirable from an administrative standpoint to except such positions from the requirement of examination. But for a considerable portion of the attorney force which is now appointed without any test of fitness, open competitive examinations are practicable. The positions readily lend themselves to competitive tests either of the assembled or the non-assembled type. It should be borne in mind that professional and scientific positions of a high grade, such as those in the Bureau of Standards and the Department of Agriculture, are filled through competitive examination. The commission has unusual facilities for reaching persons throughout the country with the specific type of qualifications demanded, and whenever announced, examinations for legal positions have created widespread interest.

A survey should be made with a view of determining the attorney positions which should be placed in the competitive service and where investigation shows that any such position can not be filled adequately through examination, it would be continued in the excepted class.

APPROPRIATIONS AND EXPENDITURES

The appropriations and expenditures for the fiscal year 1929 were as follows:

APPROPRIATIONS

Salaries:

Office, District of Columbia-----	\$646, 960
Field-----	354, 680
Expert examiner-----	2, 000
Traveling expenses-----	42, 000
Contingent and miscellaneous expenses-----	44, 000
Rent of building-----	24, 592
Printing and binding-----	58, 000
Total regular appropriations-----	1, 172, 232
Salaries and expenses (presidential postmaster examinations)-----	27, 208
Total regular and special appropriations-----	1, 199, 440

Deficiency appropriations for prohibition examining work, District of Columbia and field, and examination for Customs Service related to prohibition, 1929 and 1930:

	Amount	Apportioned to 1929	
Salaries	\$161, 000	\$65, 250	
Traveling expenses.....	34, 500	23, 000	
Contingent expenses.....	4, 500	2, 500	
	\$200, 000		90, 750
Total funds available during 1929.....			1, 290, 190

EXPENDITURES

Classification of objects of expenditure as set forth in General Accounting Office Bulletin No. 1, of May 11, 1922, as amended:

01 Personal services.....	1, 073, 580
02 Supplies and materials.....	65, 614
04 Subsistence (care and storage of motor vehicles).....	1, 012
05 Communication service.....	7, 534
06 Travel expenses.....	51, 428
07 Transportation of things.....	954
08 Printing and binding.....	6, 098
11 Rents.....	24, 592
12 Repairs and alterations.....	624
13 Special and miscellaneous current expenses.....	525
30 Equipment.....	20, 999
Total expenditures.....	1, 252, 960
Unexpended balance of appropriations.....	^a 37, 230
	1, 290, 190

The appropriations for the fiscal year 1930 are as follows:

Salaries:

Office, District of Columbia.....	\$672, 610
Field.....	383, 000
Expert examiner.....	2, 000
Traveling expenses.....	50, 000
Contingent and miscellaneous expenses.....	39, 000
Rent of building.....	24, 592
Printing and binding.....	54, 000
Total regular appropriations.....	1, 225, 202
Salaries and expenses (presidential postmaster examinations).....	27, 360
Total regular and special appropriations.....	1, 252, 562

Deficiency appropriations for prohibition examining work, District of Columbia and field, and examinations for Customs Service related to prohibition, 1929 and 1930:

	Amount	Apportioned Balances	
		to 1930	from 1929
Salaries	\$161, 000	\$95, 750	\$18, 330
Traveling expenses.....	34, 500	11, 500	12, 600
Contingent expenses.....	4, 500	2, 000	406
	200, 000	109, 250	31, 336
			140, 586
Total funds available during 1930.....			1, 393, 148

^a Of this amount \$31,336 was carried forward to 1930 as unexpended balance from the deficiency appropriation apportionment for 1929.

SUGGESTIONS

For the more effectual accomplishment of the purposes of the civil service act, we renew the following suggestions made in previous reports that legislation be had:

1. To place field presidential positions which are nonpolicy determining, such as collectors of internal revenue and customs and postmasters, in the classified service, dispensing with confirmation by the Senate and the 4-year term of office, leaving to the President his discretionary power of making such rules and exceptions as he may deem necessary.

2. To extend the acts of Congress applying the competitive system of appointment to policemen and firemen in the District of Columbia so as to include all employees in the municipal departments of the District as is done in other large cities of the country. It is anomalous that Washington should be the only large city in the United States to which the merit system has not been applied throughout its municipal service.

3. To restore to the classified service the positions of deputy collector of internal revenue and deputy marshal.

We have the honor to be,

Very respectfully,

WILLIAM C. DEMING,
G. R. WALES,
JESSIE DELL,

Commissioners.

The PRESIDENT,
The White House.

ANNUAL REPORT OF THE CHIEF EXAMINER

OCTOBER 7, 1929.

The COMMISSION :

The following table shows the number of persons examined and appointed during the fiscal year ended June 30, 1929 :

Examinations	Examined	Appointed
Classified service:		
For entrance—		
Professional and scientific service.....	9,404	1,472
Subprofessional and subscientific service.....	8,742	1,756
Clerical, administrative, and general business.....	145,261	21,555
Custodial, labor, and mechanical.....	74,602	20,034
Total for entrance.....	238,009	44,817
For promotion, transfer, and reinstatement.....	5,501	3,096
Total classified service.....	243,510	47,913
Unclassified service:		
Foreign service, Department of State.....	282	
Designation to Military and Naval Academies ¹	2,021	
Postmaster (first, second, and third classes).....	4,003	800
Philippine service (various examinations).....	374	44
Unskilled laborer.....	9,749	3,474
Entrance to Naval Academy ²	2,069	
District of Columbia government.....	17	
Total unclassified service ³	18,515	4,318
Total classified and unclassified service.....	262,025	52,231

¹ Report showing the results of the examinations of persons for designation as cadet or midshipman made to the Member of Congress for whom such examinations are held.

² The work of the commission in connection with examinations for entrance to the Naval Academy is confined to the conduct of examinations, the papers for the examinations being furnished by the Navy Department and returned to that department as soon as received by the commission from the various examination places.

³ Appointments in unclassified services are only partially reported to the commission.

The number of different occupations or kinds of positions for which examinations were held is 1,002, in addition to those held for mechanical trades and similar occupations. This number is 28 more than for the fiscal year 1928. There was an increase of 7,150 in the total number of persons examined.

For classified positions in the several branches of the Postal Service the following table gives the number examined during the fiscal years 1928 and 1929 :

Title	Persons examined in fiscal year 1928	Persons examined in fiscal year 1929
Clerk-carrier.....	82,069	78,135
Laborer, Postal Service.....	6,488	6,037
Postmaster, fourth class.....	2,647	3,069
Railway postal clerk.....	194	12
Rural carrier.....	9,372	9,035
Total.....	100,770	96,288

The number of information circulars, application forms, and information cards distributed during the year was 3,722,614, as compared with 4,023,805 for the preceding year. The number of visitors at the information office in Washington was 90,121, as compared with 97,397 for 1928. The number of letters and other communications received in the application division, aside from formal applications, was 309,472, as compared with 354,600 for 1928. The number of formal applications received in the division was 134,957, as compared with 142,427 for the preceding year. Preference claims of 57,127 ex-service men were investigated, 26,783 being considered in the commission's Washington office and 30,344 in its district offices.

The number of persons debarred from future examinations was 1,183, of which number 921 were barred for false statements in applications, 220 because of unsuitability, 10 for copying or collusion in examinations, 6 for offer of bribe, etc.

The fingerprints of 42,133 persons were classified and searched under direction of the commission's fingerprint section. More than 3,000 detections resulted, 390 being found of persons concerning whom local search failed to show any record of the persons fingerprinted. During the fiscal year one in every thirteen persons fingerprinted was found to have a police record. The final searching has been done by the Department of Justice.

APPEALS AND INVESTIGATIONS

The division of investigation and review considered 5,879 appeals from ratings made by the examiners in the examining division. Changes in ratings on appeals numbered 251.

This division supervised 111 personal investigations in the field and made investigations in 64 cases in which an Executive order was proposed waiving some provision of the civil-service rules. Decisions were rendered in 6,105 cases as to whether further examination was required in connection with proposed changes in status of employees in the service. Personal investigations as to the suitability and fitness of 155 applicants for policeman and fireman in the District of Columbia were made, while oral examinations were given to 215 persons who competed for investigative positions.

EXAMINATIONS FOR PROHIBITION SERVICE

In the last annual report of the commission a detailed chapter with statistics appears covering the examinations conducted by the commission under the act of March 3, 1927, bringing within the competitive classified service all positions connected with prohibition enforcement except the position of Commissioner of Prohibition. A concluding chapter has been prepared for the commission's annual report this year, obviating the necessity of discussing these examinations in the chief examiner's report.

The director of research, in his report herewith submitted, extends his studies in this field during the past fiscal year.

Respectfully submitted.

H. A. Ebson, *Chief Examiner.*

REPORT OF THE DIRECTOR OF RESEARCH

The COMMISSION (through Chief Examiner) :

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GREATER UTILIZATION OF IMPROVEMENTS IN PERSONNEL WORK

The Civil Service Commission's extensive work in selection, placement, adjustment, and promotion among some 450,000 Federal employees is to be made the means for guiding not only these employees, but also the enormous number of persons who apply for positions in the Federal service, to careers in which they will find outlet for their abilities, and in so far as possible, for their interests. Our work will be made more valuable to personnel administrators in Government, industries, and schools, and to students throughout the country.

This undertaking includes the following major steps:

1. Study of a selected number of civil-service positions, with regard to actual duties performed.
2. Determination, on the basis of actual case histories, of opportunities and of present and possible lines of promotion in these positions.
3. Critical study of present examination standards in relation to each other and to the requirements of the positions.
4. Improvement of the validity and the practicability of examinations.
5. Study, in industry as well as in Government, of factors, such as experience, not measured by tests.
6. Release of tests to industries, to determine industrial standards of selection and to secure a clearer understanding of the limitations, as well as the values, of our methods and measures.
7. Establishment of national standards, making test scores more meaningful to placement officers.
8. Release of tests to schools, and development of cooperative relations with research, guidance, and personnel directors in universities and secondary schools.
9. Release to schools of tables showing relationship between test scores on our general intelligence tests and the intelligence tests used in schools and colleges.

10. Development of a guidance card which will enable the applicant to analyze opportunities in relation to his qualifications.

11. Preparation of sample tests, showing the nature of the examinations used for the positions listed on the guidance card.

12. Coordination of the use of eligible registers, after determining the extent to which eligibility for one position signifies ability to fill other positions.

13. Dissemination, among present employees, of information concerning lines of promotion, possibilities of transfer, and requirements which must be met in order to secure such promotion or transfer.

The research work outlined is basic for improving selection, placement, and adjustment in Federal service. The coordination of our work with that of schools and industries does not involve additional research, but rather represents a greater utilization of the materials developed for the improvement of the Federal service. In addition to the advantages to be gained by schools and industries, cooperation will have the added advantages of increasing the number of competent people applying for work in the Federal service and of coordinating our research efforts with those of industry.

Studies are being conducted in connection with devising the tests which will be used in this program. In preparing the new civil-service typist and stenographic tests, for instance, a study is being made of all such tests published and of all such test material now in use in the Civil Service Commission and in private industry.

This study will include such phases as a comparative analysis of the subject matter of such tests and of methods of administering them. It will involve a study of the weighting of errors, as well as determination of the reliability of the tests, and of the relative weights to be assigned to each test.

As a result of this work, our stenographic and typing tests will be representative of the best selection methods that have been devised for this field of employment. Similar research has been or will be conducted in connection with other tests.

DETERMINING STANDARDS

A committee of industrial leaders headed by Mr. Henry S. Dennison, president of the Dennison Manufacturing Co., is arranging for the administration of civil-service tests in industry for the purpose of determining industrial standards. The committee will arrange with business firms to give, to groups of typical employees, the tests for certain positions, in order to determine, in terms of civil-service tests, the standards of each firm, regardless of whether or not that firm uses selection tests.

As a preliminary step in the organization of one phase of the work of the industrial committee, I have arranged with the personnel directors of several firms employing large numbers of stenographers, to cooperate in the program and to administer stenographic and typewriting tests to representative groups (the numbers ranging from 40 to 150) of stenographers in their organizations. The results will show the actual abilities of those in service.

I have also arranged with Mr. E. D. Bartlett, of the Atlantic Refining Co., head of the Measurements Committee of the American Management Association, to pool the findings of this committee and of Government research. He had just completed an industrial survey relative to stenographic ratings and number of stenographers employed by various firms. His findings, which he made available, have proved valuable in organizing the industrial committee.

Through the cooperation of this industrial committee, national standards of proficiency for the positions studied will be made available, so that employers

and vocational counselors throughout the country, when speaking of industrial requirements for these positions, will be able to talk in comparable terms. Thus the significance of a test score can be determined by considering it in relation to the scores of those already employed in the various industries and local organizations.

APPLICATION OF FINDINGS

When our tests are released to schools, the vocational counselor can inform the student of his relative qualifications for various positions in various industries. In transmitting the report of any student to an employer, the school placement officer, knowing the ability of the group of typical employees tested in that industry, can state the applicant's ability in such terms as "better than 80 per cent of employees in shorthand, better than 85 per cent in English, etc."

What is equally important, results of the tests will tell the teacher and the pupil, as long before graduation as is desired, how he is prepared to meet actual conditions in Government or industry, i. e., that his stenographic speed is better than that of 80 per cent of the employees in any given firm or in Government service, but that his ability to use English is below that of 80 per cent. This information will be an incentive when it is received by the student six months before completion of his course. It is depressing when learned, as at present, at the employment office or on the job.

A technique is being developed to determine the part which attitudes play in promotion and dismissal. The results will enable the personnel officer and vocational counselor to point out, in such objective terms as a statement of the number of people dismissed because of such attitudes, the relation of certain attitudes to success and failure.

The determining of proficiency standards by the industrial committee will enable schools to fix more practical and uniform standards of requirements in various business courses; thus the committee's work will serve as a valuable aid in curriculum building. For example, knowing governmental and industrial standards, school administrators will recognize that it is unnecessary and undesirable to train students to take dictation and transcribe notes at a speed greater than the maximum required by employers.

Our preliminary study of the causes of dismissal of stenographers indicates that additional time might more profitably be devoted to improving spelling or command of English, rather than to acquiring an exceptionally high speed in taking dictation.

THE GUIDANCE CARD

A guidance card is being developed, on which are to be listed the civil-service positions for which large numbers of persons are employed each year. In parallel columns will be presented (in the order of the intelligence test scores required for each) the names of positions, minimum scores on any aptitude or achievement tests required, salary range, and such special requirements as age, experience, education, and physical qualifications. The number of persons examined for each position during the preceding year will be presented, together with the number appointed. This information will permit an applicant to determine, from his standing on the register, his relative chance of receiving appointment.

In the final column on the card, reference will be made to reports prepared to present further information concerning the duties of each position, localities of employment, opportunities for training in service, and prospects of advancement by promotion or by transfer. This information will be based on the study of actual promotions and transfers.

The card will thus present facts, many of which are at present unknown, of value to every one directly or indirectly interested in Federal service. To prospective applicants it will show, in compact form, requirements, limitations, and opportunities.

When the final standardization of the general adaptability tests is completed, any one who has taken one of these tests can then refer to the portions of this guidance card which describe all positions for which his rating makes him eligible, so far as intelligence is concerned.

If his rating is higher than that required for the position for which he is examined, he will be advised of other positions within his reach. If his rating is lower than that needed for the desired position, he will not be simply turned away as a failure, but he will be informed of numerous other positions for which he can qualify.

This will be made possible by the fact that the general adaptability tests will be scaled and will be constructed with a degree of overlapping which will make possible translation of a score on one test into higher or lower scores to which it is equivalent on the other tests.

Tables will be prepared to enable schools using standardized intelligence tests to interpolate scores on such tests into scores on civil-service tests. This will give students the advantage of learning in advance, by reference to the guidance card, for what positions they can already qualify, and the training needed to prepare them for other positions.

A special card will be drawn up for professional positions.

The guidance cards will be of equal value to present employees in pointing out not only the existing opportunities for training, transfer, and promotion, but also the requirements which must be met in order to make transfer or promotion possible.

COORDINATION OF USE OF ELIGIBLE REGISTERS

The possibilities of placing the applicant most advantageously are to be augmented by increasing the usefulness of registers of eligibles. Owing to the differences in the selection standards of different divisions, even in the same department, we have, under our present system, been forced to drop a great number of men from a register when the legal term of their eligibility has expired. During the time we have had those men on that register, we have been advertising for applicants and testing them, by means of a somewhat different examination, for very similar duties in another division.

Divisions formerly division-minded are becoming organization-minded, and are cooperating in making registers more flexible, thus making the persons on one register available for a number of comparable positions. To do this will not only reduce the number of examinations given, and hence cut selection costs; it will also prevent the ill will that is generated among persons who, though they know that they have qualified, fail to secure appointment, while other persons are appointed to comparable positions.

SUMMARY OF VALUES

The value of this study may be summarized as follows:

1. It will provide a better basis for the development of selection methods.
2. It will result in better tests, from the standpoint of validity and practicability.
3. It will greatly increase the value of civil-service records to the Commission itself, to the various Government departments, and to applicants.

4. It will enable the Commission to utilize more completely the lists of eligibles secured from examinations, and to reduce the number of examinations now held.

5. It should attract people to the positions for which they are best fitted.

6. It should effect a marked reduction in turnover.

7. It will show the prospective applicant his relative chances for appointment from different registers, as well as his relative chance for advancement, by pointing out—

(a) Positions for which he can qualify.

(b) Standards that must be met and which can be met after more study and experience.

(c) Actual duties to be performed.

(d) Actual opportunities for transfer or promotion.

(e) Existing training opportunities.

8. It will enable the applicant, after he has taken and passed an examination but has not yet been appointed—

(a) To determine, from his relative standing on the register and from the number of openings, his relative chance of appointment to the position for which he has applied.

(b) To determine for what other positions in the Federal service he is eligible as a result of the examination, if he is not likely to secure an appointment through the medium of the register on which his name now appears.

(c) To determine for what positions he may *become* eligible, if he is not likely to secure appointment through the eligibility attained as a result of the examination which he has taken.

9. It will make it possible for the Civil Service Commission to compare the standards of Government employment with the standards of private employers.

10. It will provide valid selection methods for employers who are not in a position to make or use standardized selection devices of their own.

11. It will prove of practical value to those in service, giving them essential information regarding promotion, transfer, and training.

STUDIES OF OPPORTUNITIES IN GOVERNMENT EMPLOYMENT

No examination can select better persons than apply. We must, therefore, induce well-qualified persons to apply for positions in the Government service.

A fact-finding study is now being undertaken to determine what the Government does, could, and should offer graduates in scientific and professional lines, as temporary or permanent careers. Follow-up studies are being made of all persons who entered professional and scientific service in the Bureau of Standards and the Department of Agriculture during the year 1924,¹ in order to determine (1) salary increases; (2) changes in duties; (3) nature and extent of technical knowledge acquired in performance of duties; (4) courses attended since 1924, both college courses and courses given within the Government department; (5) relationship of department training courses and college courses to advancement in the service; (6) salaries at which those of the 1924 entrants who have left the Government service entered industry. This study will be extended to include all branches of scientific and professional service.

¹ 1924 entrants are chosen for this study because the Classification Act became effective in that year. Conditions existing prior to that time are not indicative of present conditions.

This collection of case histories will enable us to determine the extent to which experience in Government service renders persons better qualified to perform more responsible duties, either within the Government service or outside it. It should also be an aid in determining whether or not additional training courses are needed; finally, it should show why such a large percentage of professional employees have left the Government service within the last three or four years.

Preliminary study of this group of employees at the Bureau of Standards indicates that the college graduate finds, in this bureau, research facilities and opportunities for self-development which are far superior to those generally found in industries. Positions in this bureau also make possible, through cooperation on industrial projects, outside contacts which bring offers of positions at increased compensation. Such offers are often a direct result of the experience and training acquired on work definitely pertaining to developments in which certain industries are especially interested.

A report of the Washington Society of Engineers shows that the Government, as compared with industries, offers more attractive inducements to engineering graduates for four or five years, and provides them with an outlet to positions in industry after what might be termed post-graduate research.

Where Government service does not offer attractive partial or permanent careers, the facts may show need for the establishment of training courses for advancement to higher positions, or the need for salary increase or for other changes; in cases where the conditions are beyond departmental jurisdiction, assembling of the facts will prepare the departments to present the matter to Congress. A university placement committee, as well as the industrial committees which have lately been created, will play a vital part, not merely from the standpoint of research, but in the improving of conditions in Government service.

As a second step in the fact-finding study, we shall endeavor to discover why the highest quartile of the graduates of engineering schools do not care to enter the Government service. This will be only the first step in a study of public opinion with regard to the desirability of Government positions.

We must learn specifically what it is that deters the superior graduates from applying for positions in the Federal service. Is it salary? Is it working conditions? Is it lack of promotion prospects? Is it lack of a future with the organization—that is, lack of positions sufficiently high to serve as a worthwhile goal? Is it fear of political injustice? Is it selection methods? Is it lack of knowledge about working conditions, advantages, and opportunities arising from such service? Is it prejudice against the service, based upon conditions which have already been changed? Is it lack of specific knowledge regarding what happens to 99 per cent of those who enter the service?

Answers to these questions will be sought from the highest quartile of engineering students, in order to determine their beliefs with regard to each of the specific points mentioned, and to determine whether or not, and why, they are interested in securing a Government position.

If their opinions with regard to the service are incorrect, the aim will be to correct them. A statement of fact with regard to the Government service will be prepared and will be verified by the Engineering Council. The report will then be sent to the senior students who have submitted answers to our questions. After a brief interval, the original questions will be again sent out, so that we may determine the change of opinion, and the extent to which the dissemination of accurate information concerning the Government service has eliminated objections which have no foundation in fact.

If, however, it is disclosed that there are conditions which discourage the better graduates from entering the service, knowledge of the conditions will enable the departments to direct effort toward making the changes necessary to improve them.

CHARACTER INVESTIGATION

The program for the study of methods of character investigation, as outlined in last year's report, is now well under way. This study is designed to determine the relative effectiveness and cost of three possible procedures of investigating applicants for the Postal Service: (a) by means of vouchers, (b) by means of personal interviews with neighbors, references, or former employers, and (c) by means of a practical combination of voucher and interview.

In the investigation of the 1,724 eligibles for positions in the Chicago Post Office, more than 2,700 interviews have thus far² been conducted with neighbors, references, and former employers, by the men assigned to this study. In addition, 6,749 vouchers (two forms) have been sent out, and of this number, 5,682 have been returned. Equal numbers of the two voucher forms are being sent out, in order that comparisons may be made of their value in securing the desired information from references and former employers.

As soon as the present study is completed, results will be compiled and interpreted, so that recommendations may be made on the basis of them for establishing a nation-wide system of investigation of postal applicants. The findings of this study will also be applicable to the investigation of competitors other than those taking examinations for the Postal Service.

District and local civil-service secretaries are cooperating in the program.

EXPEDITING THE INTERVIEW

The interview form, sections of which were reproduced in last year's report, has been found to be extremely valuable in expediting investigation procedure. The unique feature of the form is that the possible answers to each of the essential questions used in interviewing are anticipated, and are printed under their respective questions on the form. The answers are coded—all information that is derogatory or that requires consideration for any other reason is coded *x*, *y*, or *z*; all information not derogatory and not requiring further consideration is coded *a*, *b*, or *c*. The interviewer, in most cases, records merely a code letter which fully expresses the nature of the information secured.

Another value of the form lies in the fact that three interviews regarding one man are recorded in parallel columns on the same form, and thus information secured in prior interviews is placed before the investigator at the time he is conducting an interview.

The use of our interview form does away with the necessity for writing lengthy reports and later briefing those reports and interpreting the briefs. Costs of investigation are thereby reduced, since fewer stenographers and briefing clerks are required to handle the reports. Except in cases where special investigations and reports are required—and these cases are few—the notes made at the time the interview is conducted form the final report of the interview. Thus one-third or more of the investigator's time is saved. He spends practically all his working time in making investigations.

² Sept. 24, 1929.

TRIAL OF THE NEW APPLICATION FORM

A study of application blanks was reported last year.³ This study was undertaken for the purposes, first, of simplifying and improving the application form used in connection with the positions of clerk and carrier in the post office, since these are the positions for which the largest number of applications are received; and, second, of developing a technique that will be generally applicable to forms intended to secure information.

A preliminary draft of the new form has recently been used, opportunity for the trial having been afforded by the giving of clerk-carrier examinations in certain cities of Virginia, West Virginia, and North Carolina. Results of this first trial⁴ indicate that the new form does serve the purpose for which it was designed; that is, it simplifies filling out blanks, and reduces to a minimum the number of omissions or errors that are due to carelessness.

As reported last year, only 4 per cent of applications filed for the positions of clerk and carrier, and submitted on the old application form, were complete and correct when first received. Reports from district offices indicate that, for every 84,000 applications received, more than 50,000 contained errors or showed omissions serious enough to require the forms to be returned to the applicants.

The percentage of complete and correct applications received when the new form was used is 70.9. This figure represents exactly the same degree of completeness and correctness as is represented by the 4 per cent given in connection with the old application form.

It is worth noting that the already high percentage of complete and correct applications received will be increased when the attention of local secretaries is directed toward the need of ascertaining whether all questions are answered before the oath is administered to applicants. Six per cent of the faulty cases in this trial could have been avoided by such instructions.

The ease with which the local secretary or notary can determine whether or not all questions are answered is indicated by the excerpt from the new form, as shown on page 51.

The arrangement of the questions in parallel columns with answer lines at the right margin of each column not only makes it unlikely that the applicant will overlook any question, but also facilitates ascertaining whether answers have been given to all questions.

Note that each question refers to a single specific point. The questions are worded clearly and concisely, and are so phrased as to require brief, direct answers. The instructions which are given under each answer line are an additional aid in securing the desired information. In the old form many questions are combined in one. They are presented with answer lines scattered throughout paragraphs of printed matter, and thus parts of questions are easily overlooked.

³ See the 1928 report of the U. S. Civil Service Commission, pp. 57-61, for a more complete analysis of application blanks.

⁴ A detailed report of findings will be made when the revised form has been subjected to more thorough trial.

11. What was the date of your birth? _____, 1_____
 Month Day Year

Compare your answers to questions 10 and 11, and be sure that they agree. Proof of date of birth satisfactory to the Commission will be required of all appointees.

12. What is your height without shoes? _____ feet _____ inches.

13. What is your weight in ordinary clothing without overcoat or hat? _____ pounds.

14. Were you ever discharged or forced to resign
from a United States Government position? _____
Yes or No

15. Were you ever discharged or forced to resign
from any other position? _____
Yes or No

If your answer to question 14 or question 15 is *Yes*, the position and the circumstances of your leaving must be shown under question 29.

23. In which of the following have you served:
U. S. Army, Navy, or Marine Corps? _____

24. Were you ever dishonorably discharged from
U. S. Army, Navy, or Marine Corps? _____
Yes or No

25. Have you ever received a pension or disability compensation from the United States Government for military service? _____
Yes or No

26. Have you ever received vocational training from the Veterans' Bureau? _____
Yes or No

Veterans having honorable discharge should send the discharge, or a copy of it, certified by a notary, with this application. Discharge certificates will be returned to applicants.

If you receive a pension or compensation from the United States Government, send with this application the certificate which you have received from the Veterans' Bureau or the Pension Office. If you wish to keep the original, you may send a copy certified by a notary.

Excerpt from the new application form, showing clearness of instructions and questions, and arrangement of answer lines

SELECTION OF POLICE

The first part of the following report presents a summary of police-selection methods in a number of representative cities; the second part deals with the new test of general adaptability for police work, discussed with special reference to its superiority to tests of the Army Alpha type.

SURVEY OF POLICE-SELECTION METHODS

The extent to which scientific methods are employed in selecting police in the United States is shown by reports which we have secured from 30 of the 60 largest cities in this country.

Statements received indicate that municipal civil service commissions and police departments realize the limitations of the present police-selection methods. Because of the necessity for a large number of alternative forms of the tests used for selection, the adoption of standardized tests greatly increases the time, the difficulty, and the expense of construction. Hence, even when the examiners have adequate experience and training in the technique of test construction, a serious problem confronts them. The obtaining of an accurate measure of a policeman's efficiency in actual service presents marked difficulties. It is not surprising, then, that little has been done in the way of statistical analysis and standardization of police measurements.

Reports from the representative cities show a wide difference in the requirements, the types of measurements, and the weights given to the factors considered. Physical requirements vary from the simple absence of physical defect to rather high standards in a series of tests of strength and agility. Educational requirements vary from "ability to read and write," to high-school graduation. Tests, mental or educational, which are used by 87 per cent of the cities studied, also show marked differences. Twenty per cent of the cities use Army Alpha in whole or in part as a test of intelligence. Ten per cent more use other standardized intelligence tests; 57 per cent use unstandardized tests, some intended to indicate degree of general intelligence, others to measure extent of knowledge acquired. The most frequently used written tests are based upon laws, regulations, and rules of evidence, or they relate to duties of police, police procedure, and first aid. They require competitors to identify and classify crimes, and to interpret commonly used legal terms. In most cases the questions in these tests are presented in such form as to permit objective scoring.

Some of these tests are designed to measure various qualifications that it is believed police should possess. While many of the tests look interesting, reports show that their validity and reliability have not been established. What is needed is less emphasis on originating a variety in forms, and more knowledge about the validity and the reliability of a battery of selective tests which can be readily duplicated.

Aside from the information concerning the nature of tests, the data secured from the cities surveyed may be summarized as follows:

Selection standards

Standards of selection have been, with few exceptions, too low to insure the securing of men with sufficient intelligence to perform police work with a high degree of effectiveness. This fact is strikingly indicated by the report of a study of the police department of Kansas City, Mo., made in April, 1929, for the chamber of commerce of that city under the direction of Mr. August

Vollmer. Twenty-five per cent of the police force of that city made scores of 45 points or below on the Army Alpha test. The same report also shows similar results in Los Angeles and Cleveland. Twenty-one per cent of the Cleveland police, and 14 per cent of the Los Angeles police fell within the low average, the inferior, and the very inferior classes, as indicated by scores of 45 or below.

To secure men of the proper caliber for police work, Mr. Vollmer suggests that the standard for entrance be raised to the equivalent of a score of 75 points on Army Alpha. Such a standard would have eliminated 58 per cent of the Kansas City police force, 55 per cent of the Cleveland force, and 43 per cent of the Los Angeles force.

The test developed as a result of our research studies to measure general adaptability of applicants for the Washington police force is so focused as to set an entrance standard equivalent to a score of 75 points on Army Alpha. The practical value of this test, introduced in 1928, is indicated elsewhere in this report.

The adaptability test is designed to show ability to adapt to new situations. It must not, however, be assumed that experienced men on the force should be dropped because their intelligence ratings are somewhat below the higher entrance requirements. Experience on the police force may enable men to perform police duties more effectively than could inexperienced men of somewhat higher intelligence. Experience, plus a higher entrance requirement on a test of adaptability to perform police work, will tend to improve the efficiency of a police force.

Experienced men on the force who make the higher scores on this test are more efficient as a group than the men who make lower scores. There are always notable exceptions, however. The correlation between test scores and efficiency is far from perfect.

Raising entrance standards will eliminate from among applicants some men who would make good policemen. The problem, however, is to insure increased efficiency in the force as a whole. Men who are, as a group, below a certain degree of adaptability will not profit by experience as will men of higher adaptability. On the other hand, beyond a certain score on an adaptability test, intelligence is not a determining factor. Viewed in the light of increasing the effectiveness of the police department, the adaptability test can be used as an important aid in selection.

Responsibility for selection standards

In 41 per cent of the cities studied, selection standards are now fixed by municipal civil-service commissions. In 25 per cent, standards are set by the police department. The two agencies unite in setting selection standards in 34 per cent of the cities submitting data.

Basis for promotion

Seniority is the common basis for promotion, although tests are very generally used. Fifty per cent of the cities surveyed base promotion on a combination of seniority, efficiency ratings, and tests.

Promotion tests are based largely upon laws, regulations, and principles of administration with which only the experienced policeman can be expected to be familiar. The tests which any given city uses for promotion to the positions of sergeant, lieutenant, and captain vary in difficulty rather than in form.

Efficiency ratings

Efficiency ratings are made in 72 per cent of the cities surveyed. Only two of these cities report the use of a graphic rating scale. Some determine efficiency by means of special tests, others on the basis of the men's monthly records of merits and demerits.

Character investigation

Each of the cities whose selection methods were examined investigates the character of applicants before making appointments. Thirty-eight per cent state that they use vouchers; 21 per cent use interviews; 7 per cent use both. Police and court records are searched by 28 per cent.

In the case of 28 per cent, character investigation is limited to securing statements from references. These statements either are filed by the applicant when he makes application, or are submitted by letter direct from the reference.

*The interview as a means of selection*⁵

The interview or oral examination is used as a selection device in 72 per cent of the cities included in our study. In some cases, a committee of police officers interviews each candidate, to determine record, character, and habits. In other instances, the interviewing is done by the civil service commission. At least one city uses the interview prior to the written tests, as a means of determining whether the applicant shall be admitted to the written examination.

Experience

More than 35 per cent of the cities give experience a weight in determining eligibility for appointment. Many of these give special credit for Army service and for "work relating to police work."

None of the cities included in the survey has a required minimum of experience, although one or two state that "general experience" is required. A number require records of the applicant's experience during the years immediately preceding his application. Such records may be used as a basis both for investigating the applicant and for rating him.

Educational requirements

Of the cities surveyed, 41 per cent demand at least a common-school education as an entrance requirement. In one instance a high-school education is the minimum. Other cities state that persons with a common-school education are preferred, or that a common-school education is necessary for the person who expects to pass the tests. One city "prefers high-school graduates," but does not make high-school education a requisite for entrance. In one of the largest cities the only educational requirement is that the candidate be "able to read and write."

There is, however, a marked trend toward higher educational requirements. One commission states that lack of an educational requirement in the city in question is due only to legislative opposition. Another municipality, while making no fixed requirements, gives a rating of 75 for common-school education, and adds or deducts 3 points for each year over or under that standard.

In very few cities is education given a definite weight. Some give a weight for the combination of education and experience.

⁵ See U. S. Civil Service Commission Annual Report, 1928, pp. 36-50, or Personnel Journal, Vol. VII, pp. 427-440, April, 1929, for discussion of a new technique for conducting oral examinations.

GENERAL ADAPTABILITY TEST FOR SELECTION

Our work with selection methods for the Washington, D. C., police has been continued, with the result that certain revisions have been made in the general test used for measuring police adaptability. All items are related to the work for which the test is given.

The following sample contains one item of each type included in the test. These sample items are less difficult than the test items.

1. Which of the following is the CHIEF reason why a police force is necessary? (1) to enforce law and order (2) to control traffic (3) to prevent criminals escaping from jail (4) to record fingerprints (5) to direct strangers. 1
2. Your superior officer assigns you to duty at a large public reception where you are expected to watch for pickpockets. "Remember," he tells you, "you can not always judge a man by his clothes." Which of the following most nearly expresses his meaning? (1) Look at all men with suspicion. (2) A detective should wear civilian clothes. (3) Crimes are usually carefully planned. (4) A well-dressed man inspires confidence. (5) Appearances may be deceiving. 5

The next question is based on the following statement:

3. "The nature of police duty requires a policeman to be alert concerning persons, places, and happenings, in order to prevent crime and protect life and property." Which of the following does this statement show that a policeman on duty should be? (1) obedient (2) watchful (3) ambitious (4) systematic (5) thrifty. 2
4. A person who is *released on condition of good behavior* is said to be (1) pardoned (2) restricted (3) acquitted (4) paroled (5) discharged. 4

As has been stated, the test most commonly used throughout the country to measure police adaptability is Army Alpha. The question naturally arises: Why not use the Army Alpha test to select the police force for Washington, D. C.? This question can be answered by setting forth the advantages of our test of general adaptability for police work.

1. It is more easily administered than is the Army Alpha test. To give it, one needs only to distribute the papers, instruct the competitors to read and follow the directions carefully, give the signal for stopping, and collect the papers. The Army Alpha test, on the other hand, requires the examiner to read many detailed directions; the results of the test are, therefore, influenced by the training and the experience of the examiner, and the speed and clearness of his speech. The size of the room in which the test is given and the position of the competitor in the room become administrative problems.

2. It can be more accurately administered than the Army Alpha test, for it requires only one timing. A record is kept of the time at which the competitor starts, and he is stopped at the end of one hour. In giving Army Alpha, eight tests are separately timed. The first test consists of 12 items that must be timed separately, with from 5 seconds to 25 seconds allowed for each item. In others of the tests an error of one minute in timing is an error of 50 per cent or more.

3. It measures qualifications more directly than the Army Alpha test. That is, in order to determine whether or not a man can interpret directions intelligently, we require him to interpret paragraphs of directions. Likewise, to measure judgment and ability to solve problems of the type that arise in police work, we present such problems.

4. It causes less nervous strain than Army Alpha, particularly among adults who are not used to taking tests. This is due to the absence of frequent timing and rapidly-given verbal directions.

5. It is less unusual in appearance than the Army Alpha test. Since the subject matter of questions is definitely related to police work, competitors are inclined to regard it as a practical device. Furthermore, they are prepared for

the form of the test by the sample which is mailed to them with the examination announcements, and given to them again just prior to the regular examination.

6. It is constructed more as a "power" test than as a speed test.⁶ It is designed to measure the extent of competitors' judgment and adaptability. Their accomplishment on the test depends more upon their judgment and ability to reason than upon the amount of time allowed for taking the test.

SCIENTIFICALLY CONTROLLED EXPERIMENTS TO PROVIDE A BASIS FOR TRAINING INVESTIGATORS

As a step in the critical analysis of duties of positions and of methods of selecting the personnel to perform these duties, a study is being undertaken with the investigative agencies of the Federal Government.

The study involves consideration of the duties of the men in the various agencies as they relate to the qualifications demanded of entrants, and of the methods of selecting employees for each of the investigative agencies. Methods of selection determine, to a great extent, the possibilities of coordinating activities. For example, when Department A insists that duties of a certain class require practical men who need possess only average or below-average intelligence and makes its selection accordingly, while Department B insists that similar duties require highly intelligent men and makes its selection on that basis, then each department considers the men in the other department unsuited for cooperation in its work.

It is obvious that selection methods and standards affect training methods and needs as greatly as training facilities affect selection. Since we are concerned primarily with selection, we should be in closer touch with plans for new training methods that will affect selection methods. Improvement of selection methods demands that we give more consideration to the probationary period and to the causes for success or failure during that period. The cooperation which such procedure involves should result in a better understanding of the problems in which the departments and the Commission are mutually interested, as well as in better and more acceptable selection methods.

Our study of selection and of training possibilities within the investigative units of the Government has led to a project of considerable significance. This project will involve the introduction of training material which will effect changes in selection methods. Research studies to improve selection methods in this field should be made with such changes in mind.

To determine the validity and the reliability of such scientific methods and devices as have been developed in Europe and America as aids to investigative work, and to make these available for practical application and as a basis for training, we shall cooperate with Federal departments in conducting scientifically controlled experiments.

Thousands of records are secured by individuals and agencies interested in the development of certain devices which they believe will be of value in crime detection, yet in the great majority of cases, findings are not reliable and do not demonstrate whether the devices are usable, because experimental programs conducted have not been scientifically controlled.

⁶ The correlation between scores made when such a power test was given as a speed test and when it was given with time for completion was .912. (See the United States Civil Service Commission's annual report for 1926, p. lix.) A statistical report will include intercorrelations of this test, Army Alpha, and other general tests; it will also include the relative weights of our complete battery of tests, together with the correlation of these tests with police and detective criteria.

The experiments will be conducted in government laboratories, under the supervision of a committee of specialists whose interest is known to be wholly scientific. No original research will be undertaken. The object is to take advantage of the existing contributions, whatever their source, which have been made in criminology, to coordinate findings, and to adapt them for use in the various Federal and municipal departments.

During the past two years I have made personal contact with the directors of the laboratories devoted to criminology in Paris, Lyons, Lausanne, Naples, Vienna, Rome, Berlin, and Brussels, and with the Departments of Investigation of Scotland Yard, Birmingham, Liverpool, York, and Cheshire. A marked advance in scientific procedure can be brought about by pooling the results achieved by such agencies in chemical analysis, dust analysis, ballistics, photo technique, study of wounds, anthropometry, dactyloscopy, toxicology, cryptography, etc.

As it is determined to what extent findings secured with these methods or devices may be accepted as evidence, and as their values and limitations are discovered, the committee will give to the investigative agencies the facts regarding the validity, the reliability, and the practicability of the methods evaluated, and the details as to procedure involved in, and equipment for, applying these methods.

Findings will also be submitted to the American judiciary in order to encourage the admissibility, when warranted, of evidence secured by scientific means, and to advise against placing confidence in that which is not reliable. Having authentic data as to the reliability of scientific methods and devices, the courts of this country will be in a position to utilize such devices intelligently, as does the judiciary of Europe.

These steps will aid in the establishment of scientific service laboratories, will make it possible for universities and Federal and municipal agencies to develop more valuable training courses, and will result in increased effectiveness of investigative agencies, by bringing the findings of the European and American laboratories, representing expenditures of hundreds of thousands of dollars, into investigative practice.

The project is designed to serve the interests of both State and Federal agencies, not only by improving training methods, but also by eliminating duplication in research, and effecting closer coordination of activities.

Respectfully submitted.

L. J. O'ROURKE,
Director of Personnel Research.

APPENDIX

HISTORICAL REGISTER OF THE UNITED STATES CIVIL SERVICE COMMISSION

COMMISSIONERS

WILLIAM C. DEMING, *President, Wyoming.*
 GEORGE R. WALES, *Vermont.*
 MISS JESSIE DELL, *Georgia.*

HOWARD A. EDSON, *Chief Examiner.*
 JOHN T. DOYLE, *Secretary.*

List of commissioners, chief examiners, and secretaries since 1883

Name	Whence appointed	Date of oath of office	Date of retirement
COMMISSIONERS			
Dorman B. Eaton.....	New York.....	Mar. 9, 1883	Resigned Apr. 17, 1886.
John M. Gregory.....	Illinois.....	do.....	Resigned Nov. 9, 1885.
Leroy D. Thoman.....	Ohio.....	do.....	Do.
William L. Trenholm.....	South Carolina.....	Nov. 9, 1885	Resigned Apr. 17, 1886.
Alfred P. Edgerton.....	Indiana.....	do.....	Removed Feb. 9, 1889.
John H. Oberly.....	Illinois.....	Apr. 17, 1886	Resigned May 24, 1895.
Charles Lyman.....	Connecticut.....	do.....	Resigned Oct. 10, 1888.
Hugh S. Thompson.....	South Carolina.....	May 9, 1889	Resigned June 23, 1892.
Theodore Roosevelt.....	New York.....	May 13, 1889	Resigned May 5, 1895.
George D. Johnston.....	Louisiana.....	July 14, 1892	Resigned May 28, 1893.
John R. Proctor.....	Kentucky.....	Dec. 2, 1893	Removed Nov. 28, 1893.
William Gorham Rice.....	New York.....	May 16, 1895	Died Dec. 12, 1903.
John B. Harlow.....	Missouri.....	May 25, 1895	Resigned Jan. 19, 1898.
Mark S. Brewer.....	Michigan.....	Jan. 19, 1898	Resigned Nov. 14, 1901.
William A. Rodenberg.....	Illinois.....	Mar. 25, 1901	Died Mar. 18, 1901.
William Dudley Foulke.....	Indiana.....	Nov. 15, 1901	Resigned Mar. 31, 1902.
James Rudolph Garfield.....	Ohio.....	Apr. 24, 1902	Resigned Apr. 30, 1903.
Alfred W. Cooley.....	New York.....	June 18, 1903	Resigned Feb. 25, 1903.
Henry F. Greene.....	Minnesota.....	June 20, 1903	Resigned Nov. 6, 1906.
John C. Black.....	Illinois.....	Jan. 16, 1904	Resigned Apr. 30, 1909.
John A. McIlhenny.....	Louisiana.....	Nov. 30, 1906	Resigned June 10, 1913.
James T. Williams, jr.....	North Carolina.....	May 5, 1909	Resigned Feb. 28, 1919.
William S. Washburn.....	New York.....	May 26, 1909	Resigned May 25, 1909.
Charles M. Galloway.....	South Carolina.....	June 20, 1913	Resigned June 30, 1913.
Hermion W. Craven.....	Washington.....	July 3, 1913	Resigned Sept. 7, 1919.
Martin A. Morrison.....	Indiana.....	Mar. 13, 1919	Resigned Mar. 16, 1919.
George R. Wales ¹	Vermont.....	Mar. 17, 1919	Resigned July 14, 1921.
Mrs. Helen H. Gardener.....	District of Columbia.....	Apr. 13, 1920	Died July 26, 1925.
John H. Bartlett.....	New Hampshire.....	July 15, 1921	Resigned Mar. 12, 1922.
William C. Deming.....	Wyoming.....	Mar. 31, 1923	
Miss Jessie Dell.....	Georgia.....	Sept. 18, 1925	
CHIEF EXAMINERS			
Charles Lyman ²	Connecticut.....	May 11, 1883	Apr. 17, 1886. ²
William H. Webster.....	do.....	Aug. 28, 1886	Died Mar. 23, 1896.
A. Ralph Serven.....	New York.....	June 8, 1896	Resigned June 7, 1903.
Frank M. Kiggins.....	Tennessee.....	June 8, 1903	Died Oct. 26, 1908.
George R. Wales ²	Vermont.....	Dec. 16, 1908	Resigned Mar. 16, 1919. ³
Herbert A. Filer ³	Maryland.....	May 25, 1920	Died Feb. 10, 1927.
Fay C. Brown.....	Iowa.....	Mar. 14, 1927	Resigned Mar. 16, 1927.
Howard A. Edson.....	District of Columbia.....	Mar. 21, 1927	
SECRETARIES			
William S. Roulhac.....	North Carolina.....	June 11, 1883	Died Apr. 17, 1884.
Robert D. Graham.....	do.....	Apr. 25, 1884	Resigned Sept. 15, 1886.
John T. Doyle ⁴	New York.....	Sept. 15, 1886	

¹ Mr. Wales when appointed by the President as commissioner had served on the force of the commission for 14 years as clerk, examiner, law clerk, chief of division, and assistant chief examiner, and 10 years as chief examiner.

² Appointed commissioner.

³ Mr. Filer when appointed by the President had been on the force of the commission for 22 years as clerk and examiner.

⁴ Mr. Doyle was appointed stenographer to the commission Mar. 9, 1883, and promoted upon appointment by the President from that position to secretary.

MANDATORY RETIREMENT FOUR YEARS BEYOND RETIREMENT AGE

The commission, having concluded from its experience with the administration both of the civil service act and the retirement act that mandatory retirement would, in some cases, be detrimental to the service, suggested an amendment of the act in letter of May 10, 1929, to Senator Porter H. Dale, chairman, Senate Committee on Civil Service.

The commission also, on July 25, 1929, addressed a letter to 45 departments and independent establishments inviting expressions of opinion on the proposal to amend the act to provide "in special cases where the head of the department, branch, or independent office concerned, certifies, and the Civil Service Commission agrees, that the continuance of the employee would be advantageous to the public service, further extensions of two years may be granted." Eight departments and fourteen other establishments replied. The Interior, Navy, Post Office, Agriculture, Commerce, and Treasury Departments are adverse to the amendment; Justice and Labor favor it; and the Departments of State and War have not replied. The General Accounting Office and the Office Director of Public Buildings and Public Parks are adverse; but the Architect of the Capitol, Federal Power Commission, Interstate Commerce Commission, Librarian of Congress, Librarian of the District of Columbia Public Library, Panama Canal, Recorder of Deeds, Shipping Board, Director Bureau of the Budget, Public Printer, and Tariff Commission favor the amendment.

The Smithsonian Institution, by direction of the Regents, has already recommended to Congress the exemption of its research workers from the 4-year limitation.

The replies received were as follows:

ADVERSE

Henry Herrick Bond, Acting Secretary of the Treasury:

The Treasury is in receipt of your Retirement Circular No. 62, in which it is proposed to amend section 2 of the retirement act.

You request an expression of opinion with reasons why the retirement act should or should not be amended in this particular which you suggest, or otherwise, in order to present the consensus of the opinion of the departments to Congress at its next regular session, if such action seems advisable at that time.

After careful consideration the Treasury feels that the section in question should not be changed. The provision which states "After August 20, 1930, no employee shall be continued in the civil service of the United States beyond the age of retirement for more than four years" is part of the original act, and the various branches of the Government have been fully advised of this provision of the law since the act was passed, and have had ample time in which to train employees to take the places of those who would be retired under this provision of the law.

The Treasury also feels that this provision of the law is liberal toward the employee and is in the interest of good administration.

Arch Coleman, Acting Postmaster General:

In the absence of the Postmaster General I wish to reply to your Retirement Circular No. 62, dated July 25, 1929.

I have talked with the Postmaster General and the Assistant Postmasters General relative to this matter, and we are all agreed that the amendment proposed would not be in the best interests of the Postal Service. The present law provides that two extensions may be granted in cases where it seems to be justified, and this makes it possible for postal employees to continue in the service to an age which we feel should be the maximum.

Under the circumstances we disapprove of the suggested amendment and hope that there will be no change in the present law.

David S. Ingalls, Acting Secretary of the Navy:

Receipt is acknowledged of the commission's Retirement Circular No. 62 of July 25, 1929, calling attention to the fact that after August 20, 1930, no employee shall be continued in the civil service of the United States beyond the age of retirement for more than four years, in connection with the commission's recommendation that section 2 of the act of July 3, 1926, be amended by the addition of a provision for further extensions of two years.

In reply the commission is informed that in so far as the Navy Department is concerned the department is of opinion that no real necessity exists for the proposed amendment to the civil service retirement act. It is believed that the provision now in the act for continuance for four years beyond the age of retirement is more than sufficient. The universal complaint has been that the present retirement age of 70 years is too high. Further, any provision in a retirement act providing for continuance in the service of employees after reaching retirement age weakens the act and tends to defeat its original purpose.

Ray Lyman Wilbur, Secretary of the Interior:

With reference to your Retirement Circular No. 62, dated July 25, 1929, regarding a proposed amendment of that provision of paragraph 1, section 2, of the retirement act which reads—

"After August 20, 1930, no employee shall be continued in the civil service of the United States beyond the age of retirement for more than four years"—

I am of the opinion that no change such as that contemplated should be made. Very liberal provision for extensions beyond the retirement age was made in the original act for the first 10 years of its administration, which gave employees nearing retirement age time to adjust their affairs to provide for a lessened income after separation. But now that the act has been in force for nearly 10 years and employees everywhere are familiar generally with it, the provision which permits extension for four years beyond retirement age after August 20, 1930, seems liberal enough. It is believed that the making of an exception in special cases would be unfair to younger and more active employees in the Government service, and would largely defeat the intent of the act.

Arthur W. Hyde, Secretary of Agriculture:

Reference is made to the commission's Retirement Circular No. 62, requesting an expression of opinion with reference to the desirability of further amending the retirement act to permit unlimited continuance of employees in the Federal service beyond the ages fixed for retirement.

The department does not favor the proposed amendment. While there will occur outstanding cases of employees whose retention in the service would be desirable, such cases will be rare. Whether legislation should be enacted to take care of these exceptional cases is questionable. It is believed that the retention of the limitation fixed by the existing law will make for more efficient public service.

Earl Taggart, chief of personnel, General Accounting Office:

With reference to civil service departmental circular, No. 62, July 25, 1929, relative to a proposed amendment to section 2 of the retirement act of July 3, 1926, to permit continuance of employees in the service for more than four years beyond the statutory age for retirement, you are advised that so far as the General Accounting Office is concerned, there exists no necessity for the proposed change, and it is believed that as a whole the service will be improved by retirement of most employees at an age not beyond 70 years, and the few who are retained beyond that age should all be retired on or before the day they reach 74 years.

E. W. Libbey, Acting Assistant Secretary of Commerce:

Replying to the commission's Retirement Circular No. 62, of July 25, 1929, relative to the proposed amendment to the retirement law to provide for the retention of employees in the service beyond the limit now provided by law:

The department has given very careful thought to the proposed amendment and believes that the advantages to be gained under the amendment would be appreciably less than the disadvantages which would result therefrom. The number of cases in which retention beyond four years would be advantageous to the Government is negligible. As a matter of fact, it is felt that in the majority of instances the value of employees is materially impaired even before they reach retirement age. Extensions (with or without limitation) in excess of four years would tend to defeat one of the primary objects of retirement—relieving the Federal Government of the necessity of carrying its superannuated servants in an active status. Their effect upon younger employees who would be deprived of promotion is another factor which, in the department's opinion, should be given considerable weight.

The department, therefore, does not feel justified in favoring the amendment.

U. S. Grant, 3d, Director Public Buildings and Public Parks:

After careful consideration of your letter of July 25, 1929, and consultation with the various division chiefs of this office, I am convinced that the proposed amendment to section 2 of the act of July 3, 1926, is undesirable and contrary to the public interest.

In general it is very difficult to determine exactly when an employee becomes unfitted by age for the performance of the duties of any particular office. The amendment proposed would throw on the head of each office the duty of making this determination, for which there is no precise criterion that he can apply. If his judgment is based on the best public interests he is then forced to resist a great deal of pressure that is always exerted for the personal benefit of each individual employee. He will find himself forced in each doubtful case, not only by this pressure but by his natural sympathy for the personal interest of the employee, to decide the matter rather in the interests of the latter than in the interests of the Government.

Personally, I think the act as it now stands provides amply for public needs, by having given time to the administrative officer to provide a suitable successor to the employees to be retired. It protects the personal interests of the employees and has given them adequate notice to arrange their affairs for retirement. To change it now would permit some individual employees to secure an extension of employment after reaching an age at which their services must necessarily be rapidly declining and after which no business enterprise would be likely to continue them in its service.

It is my firm conviction, for the reason stated above, that the proposed amendment would be distinctly contrary to the best interests of the Government service, and should therefore not be recommended to Congress.

FAVORING AN AMENDMENT

Charles P. Sisson, Assistant Attorney General:

Receipt is acknowledged of the commission's Retirement Circular No. 62, of July 25, 1929, proposing an amendment to the retirement act which would authorize after August 20, 1930, upon certificate of advantage to the Government by the heads of departments and independent offices and agreement by the commission, the retention of employees in the civil service beyond the initial retirement ages of 70, 65, and 62. You request an expression of the department's views as to the desirability of the proposed amendment.

While it is probably true that the average employee of this department might be compulsorily retired at 74 without embarrassment to the Government service, it is also true that some employees at 74 are as able as ever, physically and mentally, and of much greater value to the Government than ever because of their long experience. To compel the retirement of such employees at any arbitrary age can not be for the best interests of the Government, and it is felt that the head of the department should continue to have authority to certify to the Civil Service Commission the advantage to the Government in retaining the services of such employees for as many additional periods of two years each as his judgment may dictate.

It has been suggested that it is a hard task for an executive officer of a department or independent establishment to use the discretion which the proposed amendment would vest in him (and which existing law vests in him) to refuse extensions to those who have been long associated with him, and that the law should relieve him of that unpleasant duty. This objection overlooks the advantage to the Government to be gained by retaining some employees after they have reached the age of 74, and is not believed to be of sufficient force to justify waiving that advantage. Certainly it has not been the experience of this department that long association between employees and executive officers has operated to retain in active status any employee who has reached age 70 and not been fully capable of performing his duties.

Apart from the advantage to be gained by the Government from the proposed amendment, an advantage would flow to the old employee who retains his physical and mental efficiency. He would be given an opportunity, in the discretion of the head of the department, to remain in an active pay status. Old employees who retain their efficiency are entitled to this advantage.

For the reasons given the proposed amendment is deemed desirable.

S. J. Gompers, chief clerk Department of Labor:

Complying with your Retirement Circular No. 62, you are advised that the department is in accord with the recommendation of the commission to amend the retirement act to provide for the amendment of section 2 of the act of July 3, 1926.

G. B. McGinty, secretary Interstate Commerce Commission:

Referring to Retirement Circular No. 62 of July 25, 1929, we believe your suggestion with reference to the continuance in special cases of employees beyond the age of 74 years would be advantageous to the Government service.

C. G. Abbot, secretary Smithsonian Institution:

I am in receipt of Circular No. 62 in which it is stated that the commission has addressed a letter to the chairman of the Senate Committee on Civil Service recommending that Senate bill 15 be amended as follows:

"SEC. 4. Section 2 of said act of July 3, 1926, as amended, is amended by striking out the period at the end thereof and inserting a comma, and the

following: 'Except that in special cases where the head of the department, branch, or independent office concerned, certifies, and the Civil Service Commission agrees, that the continuance of the employee would be advantageous to the public service, further extensions of two years may be granted.'

Circular No. 60 has been under consideration for some time. Since it requires that all employees who, on August 20, 1930, are four or more years beyond the retirement age for the positions they hold, must be retired on that date, the matter is of vital importance to this Institution as under that decision a number of important specialists here, who are still mentally and physically vigorous and productive, must be lost to the Institution and to the Government service.

This matter was brought to the attention of the Board of Regents, who requested the secretary to prepare a draft of an amendment that would except certain research workers from the operation of the circular, and permit their continuance under specified conditions beyond the limiting date fixed. This was done and the proposed amendment was introduced both in the Senate and House where it is now under consideration.

I am heartily in favor of action that will permit the continuance of such employees beyond August 20, 1930, and any language that will accomplish this purpose will have my unqualified approval. I fully subscribe to the language above quoted.

H. Burgess, Governor Panama Canal:

1. The receipt is acknowledged of your letter of August 7, 1929, inclosing copies of Civil Service Commission Retirement Circular No. 62, dated July 25, 1929, wherein is quoted the draft of a proposed amendment to section 2 of the amended retirement act of July 3, 1926, so as to permit further extensions of two years after August 20, 1930, under certain circumstances. It is noted that the commission desires expressions of opinion from the organizations affected as to whether or not the retirement act should be so amended.

2. As the proposed amendment leaves the option of further extension with the governor and the Civil Service Commission, there is no objection on the part of the Panama Canal to its adoption and in fact such action is recommended. A number of our employees who are scheduled for compulsory retirement next year possess qualifications through training and experience in canal work which fully warrant continuance of their service for the public good. The fact that under the existing law they will soon attain the age of retirement does not necessarily mean that they are inefficient or disabled.

3. It should also be borne in mind that retirement merely on account of age and without regard for further usefulness and value to the Government might result in an injustice in view of the meagre annuities at present provided. The canal employees scheduled for compulsory retirement next year will receive annuities ranging from \$42 to \$70 per month, or an average of less than \$60 per month. For some of them the future is doubtless a serious problem as they have no homes here and must reestablish themselves in the United States. The proposed amendment would postpone the retirement of a number of these and would afford more time in which to reestablish themselves with resultant benefit to the Government from the continuance of their efficient and experienced services.

4. The Civil Service Commission may be informed accordingly.

Maj. Glen E. Edgerton, chief engineer Federal Power Commission:

Your circular of July 25 (copy herewith) has been noted, and in answer to your request I would state that the question presented is not likely to be im-

mediately applicable to the personnel of this commission, none of whom will become eligible for retirement under existing legislation during the ensuing decade. However, it is believed that the amendment proposed to Senate bill No. 15 is in the public interest, and the commission would be favorable to its enactment into law.

Samuel Goodacre, secretary United States Shipping Board:

With reference to your communication of July 25 (Retirement Circular No. 62), you are advised that after due consideration it is the belief of this organization that the proposed amendment to the retirement act, leaving the matter of the continuance of employees reaching the retirement age for a period of two years after the retirement age is reached to the discretion of the department would be advantageous, as it might in some instances create a hardship both on the employee and the department in the event there was no possibility of the continuance of the service.

It is not believed that this contingency would arise often, as far as the Shipping Board is concerned, but it is believed, as cited above, occasion might arise where it would be advantageous to the public service to grant a two years' extension in some particular instances.

John F. Bethune, secretary United States Tariff Commission:

Receipt is acknowledged of your Retirement Circular No. 62, dated July 25, 1929, in reference to proposed amendment of the retirement act of July 3, 1926, with a view to providing for extension of service of those who may have reached retirement age.

The Tariff Commission sees no objection to the proposed amendment set out in your circular, and it is believed that such an amendment will be in the interest of the public service.

David Lynn, Architect of the Capitol:

I have received and considered Retirement Circular No. 62, and in compliance with the request for an expression of opinion desire to state that I approve of the proposed amendment by the addition of a new section to be numbered 4 to Senate bill No. 15, and would be gratified if the bill as amended can be enacted into a law at the coming session of Congress.

I believe that the heads of departments, in connection with the assistance of the United States Civil Service Commission, are better able to determine the questions of retirement or retention in service in relation to the needs of the departments than can be determined by a general law of limitation.

Herbert Putnam, Librarian of Congress:

With reference to Retirement Circular No. 62, dated July 25, 1929, which I only now have opportunity to answer:

The question raised by it is as to whether paragraph 1, Section II, of the retirement act, which after the year 1930 would preclude continuance in the civil service of the United States of any employee beyond the ages of 74, 69, or 66, within the respective groups, shall be amended so as to permit exceptions to be made in especial cases where the head of the department certifies that a continuance of the employee will be advantageous to the public service.

Speaking for the Library of Congress, my answer is that not merely will such an amendment be desirable but that the exceptions which it proposes are indispensable to the efficiency of our service. So clear has this been to me from the actual observation and experience of that service, that I had in fact intended at the appropriate time to ask for some exemptions applying to it.

It is to the professional grades that they would particularly apply. This is not to say that they might not be desirable to some extent in the clerical and administrative service also. The professional service of the Library, however, includes the application to our work, especially in the development of the collections and the interpretation of them to the public, of an accumulated knowledge of the material and experience in making it useful, that can not possibly be replaced by a newcomer. The loss of a veteran in that relation is therefore the loss of an asset which can not be made good in a new appointee.

This does not mean that the efficiency of every employee continues indefinitely. There are points at which his initiative and his administrative efficiency will diminish. If his work involves the conduct of a department for which initiative, physical vigor, and those other qualities that make for administrative efficiency are indispensable, he should, of course, be discontinued or his relation and pay readjusted. But in numerous instances even these qualities continue beyond the age of 74, for during the past 50 years the age of efficiency has itself been prolonged. A large, important, and distinguished service rendered by individuals of our staff, distinguishing the Library from an ordinary executive bureau, is an advisory service in the development of the collections and a responsive service to inquiries in the interpretation of them. And this service—depending, as I have stated, upon accumulated knowledge of the literature, of the collections in the Library, and of the apparatus for their use—is apt to continue practically undiminished for a period considerably beyond the age of 74.

In exceptional cases it is certain to do so, and as the amendment leaves the rule as it stands, providing only for exceptions upon a specific certificate, and for periods of two years at a time, I believe that it should by all means be adopted.

And this belief is based not upon sympathy for the employees but upon the benefit to our service.

George F. Bowerman, Librarian District of Columbia Public Library:

Thank you very much for sending me a copy of your Retirement Circular No. 62, in which it is proposed to amend the retirement act so that on the affirmative recommendation of heads of departments, branches, and independent offices, if the Civil Service Commission agrees, employees may be continued in the public service beyond the ages of 74, 69, and 66, as the case may be.

Of course, I have long been on record as not believing in the provision of the law by which, after August 20, 1930, no employee may be continued beyond the age of retirement for more than four years. My views on this subject were last presented to the House Committee on Civil Service on February 2, 1928, and will be found in the printed hearings on the civil service retirement act, Seventieth Congress, first session, pages 157-158.

It seems to me that the Government will be the loser, in many cases, if the present provision of the law is not repealed. I would call attention to an article by Dr. Eugene Lyman Fisk in the August number of the Review of Reviews entitled "How Long Will You Live?" This article by the head of the Life Extension Institute clearly shows that old age is not a cast-iron matter by which at the arrival of a certain number of years of life a person is incapacitated but depends on the health of the individual. The article gives pictures of a number of men well beyond the age of 80 who are engaged in active pursuit of their businesses or professions. By all means the Government ought to retain in its employ persons beyond the age of 74 who are still

vigorous physically and mentally, who are desirous of continuing their work, and whose service is of such character that their superior officers wish to retain them. The present provision of the law is unreasonable and unscientific.

Arthur G. Froe, Recorder of Deeds of the District of Columbia:

Replying to letter (Retirement Circular No. 62) of July 25, 1929, relative to the provision in the retirement act of July 3, 1926, that after August 20, 1930, no employee shall be continued in the civil service beyond the age of retirement for more than four years, I have the honor to state that I believe such provision should be so modified as to prevent such compulsory retirement where, in the opinion of the head of an executive department or independent office, because of the employee's unimpaired physical and mental condition, and long experience and knowledge, such compulsory retirement would not only not conduce to efficient administration but would also be a detriment to the public service; such opinion to be subject to the approval or disapproval of the Civil Service Commission.

Therefore, I approve of the proposed amendment of section 2 of the act of July 3, 1926, providing that "Except that in special cases where the head of the department, branch, or independent office concerned certifies, and the Civil Service Commission agrees, that the continuance of the employee would be advantageous to the public service, further extension of two years may be granted."

George H. Carter, Public Printer:

There are exceptional cases where it would possibly be to the benefit of the Government to retain an employee in the service for several years after reaching an age four years beyond the retirement age. It is believed that an amendment similar to that suggested in Civil Service Retirement Circular No. 62 would bring about this change.

Joseph S. McCoy, Government Actuary:

The Retirement Circular, No. 62, has been handed to me with the request for an opinion as to the amendment therein proposed.

The most convincing example with which I am cognizant of the value to the Government of employees who are in excess of 74 years, is that of the late Hon. John A. Kasson. He was Assistant Postmaster General in Lincoln's first cabinet. Afterwards he was a Congressman, chairman of the Ways and Means Committee for years, Minister to Austria and to Germany. My personal knowledge of his ability and value to the Government was obtained 40 years after his appointment to the Post Office Department. At the age of 79 he was selected by President McKinley to aid the Department of State along certain complicated lines. All questions relative to our foreign trade were passed upon by him. I was detailed to work with him, and did so for some three years, and found that, even after he had passed his eightieth birthday, he was unquestionably the ablest official in my experience. Again, the present Secretary of the Treasury, Hon. Andrew W. Mellon, at the age of 74 years, is unequaled. Senator F. M. Warren, at the age of 85, is yet thoroughly competent and efficient.

My experience is that ability and efficiency gained in many lines of work can not be passed on, but can only be acquired by long and laborious service. The success of age is based upon knowledge and experience, while that of youth is often the result of energy and ambition, which, without the existence of fortuitous conditions, generally result in disaster. Age has balance, youth has vim. Both are necessary.

For these reasons I am in favor of retaining in the service, by mutual consent, civil employees so long as such service is of value to the Government.

J. Clawson Roop, Director, Bureau of the Budget:

Replying to your circular letter of July 25, relative to the proposed extension of service for certain Federal employees prior to retirement, I am of opinion that continuance in the service for certain specially qualified employees would be very advantageous to the public service, and that it is desirable that the amended retirement act should contain such a provision.

RETENTION BEYOND RETIREMENT AGE

Statistics pertaining to retirement and refunds of deductions will be found in reports of the Commissioner of Pensions, but those relative to continuances are within the province of the commission.

Continuances in service beyond retirement age under the act of May 22, 1920, as amended July 3, 1926, by fiscal years

	1921	1922	1923	1924	1925	1926	1927	1928	1929	Total
Number of first continuances approved.....	2,965	862	905	895	1,055	1,077	1,771	1,388	1,457	12,375
Number of second continuances approved.....		118	901	553	581	529	589	744	784	4,799
Number of third continuances approved.....					432	314	332	354	361	1,793
Number of fourth continuances approved.....						119	160	157	188	624
Number of fifth continuances approved.....								41	113	154
Total number approved.....	2,965	980	1,806	1,448	2,068	2,039	2,852	2,684	2,903	19,745
Number of requests disappeared.....	14	8	3	3	1	6	30	2	4	71
Terminations by death of those continued.....	74	70	63	52	44	74	57	64	80	578
Terminations otherwise of those continued.....	376	622	1,059	446	454	401	444	501	610	4,913
Total terminations.....	450	692	1,122	498	498	475	501	565	690	5,491
Employees retired for age.....	6,186	1,166	1,875	1,529	1,482	1,266	1,904	1,738	1,764	18,910
Total employees retired for age plus number of continuances.....	9,151	2,146	3,681	2,977	3,550	3,305	4,756	4,422	4,667	38,655
Per cent of continuances of those of or beyond retirement age.....	22.40	45.67	49.06	48.64	58.25	61.69	59.97	60.70	62.20	-----
Number serving beyond retirement age.....	2,515	2,685	2,468	2,865	3,422	4,024	5,294	6,117	6,884	-----

COMMENT ON TABLE OF CONTINUANCES

Continuances beyond retirement age are authorized in 2-year periods. At the end of the second year an employee must be again continued or dropped. The second and third continuances swell the figures in the table for 1923 and 1925, and the provision in the amendatory act of July 3, 1926, that employees shall be continued "as of course" if they are fit and desire to remain, swelled the numbers continued in 1927 and 1928. The services of 578, or 4.67 per cent, of the 12,375 who were continued, terminated by death. The services of 4,913, or 39.70 per cent, terminated otherwise, leaving 6,884, or 55.63 per cent, still in the service.

The whole number of employees subject to retirement is approximately 395,000. The number of employees serving under continuance is 6,884, or 1.74 per cent, of the whole number of employees. Those under continuance are beyond 62, 65, or 70 years of age.

Table used in calculating present worth of a deferred annuity, or rate of immediate life annuity, beginning at age 55, for one involuntarily separated after 15 years of service, not by removal on charges

[The computation is made just as though the employee had reached the retirement age, and that per cent is taken which is found opposite his age in the column headed by the retirement age of his position]

62 years		65 years		70 years	
55.....	0.477778	55.....	0.477778	55.....	0.477726
56.....	.552381	56.....	.530000	56.....	.501841
57.....	.626984	57.....	.582222	57.....	.527175
58.....	.701588	58.....	.634444	58.....	.553787
59.....	.776191	59.....	.686667	59.....	.581743
60.....	.850794	60.....	.738889	60.....	.611109
61.....	.925397	61.....	.791111	61.....	.641959
.....	.....	62.....	.843333	62.....	.674365
.....	.....	63.....	.895556	63.....	.708408
.....	.....	64.....	.947778	64.....	.744169
.....	.....	.....	.....	65.....	.781735
.....	.....	.....	.....	66.....	.821197
.....	.....	.....	.....	67.....	.862652
.....	.....	.....	.....	68.....	.906199
.....	.....	.....	.....	69.....	.951945

PRESIDENTIAL POSTMASTERS

Under the civil service law, positions which are filled through nomination by the President for confirmation by the Senate are not included in the competitive classified service. Positions of postmaster at first, second, and third class post offices are filled in this manner. For such positions, however, examinations are held by the Civil Service Commission, at the request of the Postmaster General, under an Executive order issued May 10, 1921, revised July 27, 1921, November 5, 1926, June 22, 1928, and May 1, 1929, which provides as follows:

"When a vacancy exists or occurs in the position of postmaster of an office of the first, second, or third class, if such vacancy is not filled by nomination of some qualified person within the competitive classified civil service, the Postmaster General shall certify the fact to the Civil Service Commission, which shall forthwith hold an open competitive examination to test the fitness of applicants to fill such vacancy, and when such examination has been held and the papers submitted therewith have been rated the commission shall furnish a certificate of not less than three eligibles, if the same can be obtained, to the Postmaster General, who shall submit to the President the name of one of the highest three eligibles for appointment to fill such vacancy: *Provided*, That the Postmaster General may reject the name of any person or persons so certified if he shall find that by reason of character or residence such person or persons shall have become disqualified after said examination, in which event he may request said commission to complete the certificate of three names: *Provided*, That no person who has passed his sixty-fifth birthday at the date for close of receipt of applications for such examination shall be permitted to take the same unless he has been continuously in the Postal Service for two years immediately preceding such date: *And provided further*, That no person shall be examined for postmaster who has not actually resided within the delivery of the office for which application is made for two years next preceding such date: *And provided further*, That at the expiration of the term of any postmaster, or anticipating such expiration, the Postmaster General may, in his discretion, request the Civil Service Commission to hold an examination, or he may submit the name of such postmaster to the President for renomination without examination,

"If, pursuant to this order, it is desired to submit to the President for nomination the name of a person in the competitive classified service, such person must first be found by the Civil Service Commission to possess the requisite qualifications.

"No person who has passed his sixty-fifth birthday shall be appointed acting postmaster in an office of the first, second, and third class unless he is already in the Postal Service."

On October 14, 1921, the following Executive order was issued:

"While the appointment of presidential postmasters is not within the legal scope of the civil service law and, therefore, as a matter of law, no preference is applicable thereto, yet, in order that those young men and women who served in the World War, having their scholastic and business experience intercepted and interrupted thereby, may not suffer any disadvantage in the competition for such postmasterships, I direct the Civil Service Commission, in rating the examination papers of such candidates, to add to their earned ratings five points and to make certification to the Postmaster General in accordance with their relative positions thus acquired.

"I further direct that the time such candidates were in the service during the World War may be reckoned by the commission in making up the required length of business experience; and that all age limitations be waived."

The benefits of the above order have since been extended to veterans of the Spanish-American War and of the Philippine insurrection.

Persons appointed as a result of an examination held in accordance with the foregoing Executive order will not thereby attain a competitive civil-service status, and will not thereby become eligible for a position in the competitive classified service; but a person already in the competitive classified service who is appointed or promoted to one of these positions will not thereby lose the privilege of retransfer to a competitive classified position provided his service is continuous and satisfactory. Postmasters who are not renominated must compete in examinations with other applicants.

On July 1, 1929, there were 49,481 post offices, 33,854 of which were fourth class appointed by the Postmaster General and subject to the civil-service rules. The remaining 15,627 were outside the civil-service rules, being subject to appointment by the President and confirmation by the Senate; 1,169 were of the first class, paying a salary of \$3,200 per annum or more; 3,501 were of the second class, paying a salary of from \$2,400 to \$3,100, inclusive; and 10,957 were of the third class, paying a salary from \$1,100 to \$2,300, inclusive.

Between the date of the issuance of the President's order of May 10, 1921, and July 1, 1929, 20,371 examinations were requested under the order, 1,115 of which were for the first class, 3,979 for the second class, and 15,277 for the third class. The commission has reported to the Post Office Department the results of 1,082 examinations for postmasters at first-class offices, 3,924 examinations for second-class offices, and 15,084 examinations for third-class offices.

During the same period the Post Office Department reported 17,439 nominations for appointment as the result of examinations, 1,011 being for first-class offices, 3,550 for second-class offices, and 12,878 for third-class offices. Of the total number nominated 3,156 were ex-service men.

Postmasters appointed by promotion during the period mentioned numbered 84 for the first class, 125 for the second class, and 3,407 for the third class. Most of the promotions in the third class were the result of the retention of postmasters who were serving when the offices were advanced from the fourth class.

Postmasters reappointed during the period mentioned number 852 for the first class, 2,548 for the second class, and 8,175 for the third class.

Of the 15,627 presidential postmasters, 6,101 had previous employment in the Postal Service.

The following statement shows the number and causes of vacancies in the presidential class reported for the year ended June 30, 1929; also the number of post offices for which eligibles were supplied through examinations, and the number of promotions:

Number of vacancies of postmasters reported at first-class offices:

Resignations.....	9
Removals.....	8
Deaths.....	25
Expiration of commissions.....	26
Total.....	68

Number of post offices for which eligibles were supplied.....	54
Number of promotions authorized.....	6

Number of vacancies of postmasters reported at second-class offices:

Resignations.....	47
Removals.....	27
Deaths.....	43
Expiration of commissions.....	57
Advanced to presidential class.....	2
Total.....	176

Number of post offices for which eligibles were supplied.....	172
Number of promotions authorized.....	3

Number of vacancies of postmasters reported at third-class offices:

Resignations.....	211
Removals.....	105
Deaths.....	89
Expiration of commissions.....	142
Advanced to presidential class.....	38
Total.....	585

Number of post offices for which eligibles were supplied.....	537
Number of post offices receiving authority for promotion of postmasters to the third class.....	4

FOURTH-CLASS POSTMASTERS

During the fiscal year ending June 30, 1929, the department reported 1,428 vacancies at offices paying as much as \$500 per annum; 963 of which were caused by resignation, 230 by removal, 203 by death, 6 by declination of persons to accept appointment, 15 by relegation of the office from the third to the fourth class, and 11 separations by transfer. There were 1,060 persons reported as appointed, 476 women and 584 men, of whom 132 men and 9 women received military preference.

Appointments at offices having an annual compensation of less than \$500 are made upon the reports of post-office inspectors detailed to obtain informa-

tion as to their suitability. A copy of the inspector's report in each case is forwarded by the Post Office Department for review and approval by the commission. During the year 3,026 such appointments were reported, 1,806 being males and 1,220 females. Of these appointments 222 were at newly established offices, 2,095 were to fill vacancies caused by resignation, 344 by removal, 332 by death, and 33 by declination of appointments by persons selected.

The following table shows the number of vacancies reported during the year in fourth-class offices including those paying a minimum salary of \$500 per annum and those paying less; the number of certifications issued; the number of appointments, and the number of separations:

Vacancies reported at offices paying a minimum of \$500 per annum:

Resignations.....	963
Removals.....	230
Deaths.....	203
Declinations.....	6
Relegated from third class.....	15
Separations by transfer.....	11
Total.....	1,428
Certifications issued.....	1,188
Minus certificates returned unused.....	186
	<u>1,002</u>
Appointments reported:	
Male.....	584
Female.....	476
Total.....	<u>1,060</u>

Separations and appointments reported at office paying less than \$500:

Separations—	
Resignations.....	2,095
Removals.....	344
Deaths.....	332
New offices.....	222
Declinations.....	33
Total.....	<u>3,026</u>
Appointments—	
Male.....	1,806
Female.....	1,220
Total.....	<u>3,026</u>

RURAL CARRIER SERVICE

On June 30, 1929, the number of rural routes in operation in the United States was 43,867, service being rendered on these routes by 43,757 carriers. During the fiscal year ended June 30, 1929, there were 945 appointments, of which 684 were made through examination, 22 by reinstatement, and 239 by transfer from other branches of the service. Women received 14 of the appointments made through examination. Of the total number of appointees 295 were granted military preference.

During the year the declinations of appointment numbered 27; resignations, 323; deaths, 297; removals for cause, 167; separations without prejudice, 26; separations by transfer, 174; separations during probation, 3; and discontinuances under the provisions of the retirement act, 382, making a total of 1,399 separations. The department also reported the establishment of 156 new routes.

Of the number of routes upon which vacancies occurred 594 were discontinued, thus eliminating the necessity of making new appointments. It was found by the department upon investigation that the territory of the discontinued route could be absorbed by other routes in the locality.

The following table shows the appointments of rural carriers during the year ended June 30, 1929:

Appointed through examinations:

Males	670
Females	14
Total	684
Reinstatements (males)	22
Transfers (males)	239
Total	945

Of those appointed 295 were granted military preference.

EXECUTIVE ORDERS

GENERAL ORDERS AMENDING THE CIVIL-SERVICE RULES

AMENDMENT OF RULE VI (RATINGS AND ELIGIBILITY), PARAGRAPHS 1 AND 2, AND RULE XII (REMOVAL AND REDUCTION), PARAGRAPH 5

March 2, 1929.

The civil-service rules are hereby amended as indicated below.

Rule VI, paragraph 1, is amended to read as follows by eliminating the words "and widows of such, and wives of injured soldiers, sailors, and marines, who themselves are not qualified but whose wives are qualified for appointment," from the second sentence which relates to the addition of five points to earned ratings in examinations for entrance to the classified service, and inserting the words "and widows of honorably discharged soldiers, sailors, and marines, and wives of injured soldiers, sailors, and marines who themselves are not qualified, but whose wives are qualified for appointment," after the words "Veterans' Bureau," in the third sentence:

1. Examination papers shall be rated on a scale of 100, and the subjects therein shall be given such relative weights as the commission may prescribe. Honorably discharged soldiers, sailors, and marines shall have five points added to their earned ratings in examinations for entrance to the classified service. Applicants for entrance examination who, because of disability, are entitled either to a pension by authorization of the Bureau of Pensions or to compensation or training by the Veterans' Bureau, and widows of honorably discharged soldiers, sailors, and marines, and wives of injured soldiers, sailors, and marines who themselves are not qualified, but whose wives are qualified for appointment, shall have 10 points added to their earned ratings. In examinations where experience is an element of qualifications time spent in the military or naval service of the United States during the World War or the war with Spain shall be credited in an applicant's ratings where the applicant's actual employment in a similar vocation to that for which he applies was temporarily interrupted by such military or naval service but was resumed after his discharge. Competitors shall be duly notified of their ratings.

Rule VI, paragraph 2, is amended to read as follows by adding the words underscored:

2. All competitors rated at 70 or more shall be eligible for appointment, and their names shall be placed on the proper register, according to their ratings; but the names of disabled veterans, their wives, and the widows of honorably discharged soldiers, sailors, and marines shall be placed above all others.

Rule XII, paragraph 5, is amended, by addition of the words in italics, to read as follows:

5. In harmony with statutory provisions, when reductions are being made in the force in any part of the classified service no employee entitled to military preference in appointment shall be discharged or dropped or reduced in rank or salary if his record is good or if his efficiency rating is equal to that of any employee in competition with him who is retained in the service.

AMENDMENT OF CLAUSE (A), SECTION 1, RULE IX (REINSTATEMENT), PROVIDING FOR REINSTATEMENT WITHOUT TIME LIMIT

July 9, 1929.

Clause (a), section 1, Civil-Service Rule IX, Reinstatement, is amended to read as follows:

(a) Unless otherwise provided hereinafter a person may be reinstated only to the department or independent Government establishment from which separated and upon requisition made within one year from the date of his separation. In its discretion the commission may after absolute appointment allow reinstatement in any part of the classified service, and it may also authorize waiver of the 1-year limit herein prescribed, under the following time limitations: 2 years where service has been 2 years but less than 3 years; 3 years where service has been 3 years but less than 4 years; 4 years where service has been 4 years but less than 5 years; and without time limit where service has been five years or more: Provided, That the applicant for reinstatement who has been separated more than five years is otherwise eligible as set forth under the conditions of the Executive order of June 2, 1920: And provided further, That he can qualify under an appropriate noncompetitive examination.

ORDERS AMENDING SCHEDULE A

EXCEPTING FROM EXAMINATION ALL EMPLOYEES OF INTERNATIONAL COMMISSIONS, CONGRESSES, CONFERENCES, AND BOARDS

November 7, 1928.

Schedule A, Subdivision II, State Department, is hereby amended by the addition of a paragraph to be numbered 3, as follows:

3. All employees of international commissions, congresses, conferences, and boards.

EXCEPTING FROM EXAMINATION SCALERS IN THE FOREST SERVICE

February 23, 1929.

Paragraph 3, Subdivision IX, Schedule A, positions excepted from examination under the civil-service rules, is hereby amended to read as follows:

Guards, scalers, field assistants for reconnaissance parties, foremen engaged upon road or trail construction, and telephone operators, employed temporarily during the season of danger from fires or when special work requires additions to the regular forest force. They shall serve only so long as absolutely required and in no case beyond the usual field season. So far as the commission may deem practicable, such appointments shall be made from the registers of eligibles.

The amendment consists of the insertion of the word "scalers" and is designed to facilitate administrative action on the ground in connection with Forest Service timber-sale operations.

EXCEPTING FROM EXAMINATION ONE PRIVATE SECRETARY OR CONFIDENTIAL CLERK TO EACH MEMBER OF THE UNITED STATES EMPLOYEES COMPENSATION COMMISSION

May 8, 1929.

Schedule A of positions excepted from the requirement of examination under the civil service rules is hereby amended by the addition of a new subdivision to be numbered XX, said amendment being prepared and recommended by the Civil Service Commission in compliance with the official request of the chairman of the United States Employees' Compensation Commission:

XX. UNITED STATES EMPLOYEES' COMPENSATION COMMISSION.—1. One private secretary or confidential clerk to each member of the United States Employees' Compensation Commission.

EXCEPTING FROM EXAMINATION AGENTS IN THE DEPARTMENT OF AGRICULTURE EMPLOYED IN METEOROLOGICAL OBSERVATIONS IN CONNECTION WITH AIRWAYS

May 21, 1929.

Schedule A, Subdivision IX, Department of Agriculture, section 1, is amended by the addition of a paragraph (h), to read as follows:

(h) Agents employed to take and transmit meteorological observations in connection with airways, whose duties require only a part of their time, and whose compensation does not exceed \$100 per month. Continuance of this exception beyond a period of three years from the date of its adoption shall be dependent upon the joint agreement of the Department of Agriculture and the Civil Service Commission.

The last paragraph of section 1, Subdivision IX, is amended to read as follows:

Prior consent of the commission must be obtained for the appointment of agent under clause (d) above, and in making appointments under clauses (a), (b), (c), (f), and (h), a full report shall be submitted immediately by the department to the commission, setting forth the name, designation, and compensation of the appointee, and a statement of the duties to which he is to be assigned, and of his qualifications for such duties, in such detail as to indicate clearly that the appointment is properly made under one of the above clauses. The same procedure shall be followed in the case of the assignment of any agent to duties of a different character.

SUBSTITUTION OF \$540 PER ANNUM IN LIEU OF \$480 PER ANNUM AS AGGREGATE COMPENSATION

May 23, 1929.

Schedule A, Subdivision I, paragraph 6, of the civil-service rules, is hereby amended by striking out \$480 and inserting \$540 in lieu thereof. As amended, the paragraph will read as follows:

6. Any person receiving for his personal salary compensation aggregating not more than \$540 per annum whose duties require only a portion of his time, or whose services are needed for very brief periods at intervals, provided that employment under this provision shall not be for job work such as contemplated in section 4 of Rule VIII. The name of the employee, designation, duties, rate of pay, and place of employment shall be shown in the periodical reports of changes; and in addition, when payment is not at a per annum rate, the total service rendered and the distribution of each service during the year shall be shown in the report of changes at the end of each year or when the employee is separated from the service.

REVOKING PARAGRAPH I, SUBDIVISION II, OF SCHEDULE A, RELATIVE TO EXEMPTION FROM EXAMINATION OF OFFICERS TO AID IN IMPORTANT DRAFTING WORK UNDER THE STATE DEPARTMENT

August 8, 1929.

Paragraph 1, Subdivision II, of Schedule A, which excepts from the requirement of examination in the State Department "Officers to aid in important drafting work" is hereby revoked.

The following-named persons now holding excepted positions as officers to aid in important drafting work but whose duties are in fact of a classified competitive character, are hereby given a classified competitive status: William H. Beck; Harry R. Young; Carlton B. Savage; Emerson B. Christie; Samuel W. Boggs; Joseph V. Fuller; Yale O. Millington; Hugh S. Cumming, jr.; Eliot B. Coulter; Edward C. Wynne.

Schedule B of positions which may be filled upon noncompetitive examination under the civil-service rules, is hereby amended by the addition of a new subdivision as follows:

X. STATE DEPARTMENT.—1. Specialists in foreign relations, political, economic, and financial, whose proposed compensation is \$3,200 or more, and whose training and experience along the lines of their proposed duties meet the standard minimum qualifications set up in open competitive examinations for positions in the professional service for corresponding grades.

The Civil Service Commission concurs with the Department of State in recommending these amendments.

ORDERS AMENDING SCHEDULE B

CERTAIN SPECIALISTS IN FOREIGN RELATIONS, STATE DEPARTMENT, MADE SUBJECT TO NONCOMPETITIVE EXAMINATION

August 8, 1929.

Paragraph 1, Subdivision II, of Schedule A, which excepts from the requirement of examination in the State Department "Officers to aid in important drafting work" is hereby revoked.

The following-named persons now holding excepted positions as officers to aid in important drafting work but whose duties are in fact of a classified competitive character, are hereby given a classified competitive status: William H. Beck; Harry R. Young; Carlton B. Savage; Emerson B. Christie; Samuel W. Boggs; Joseph V. Fuller; Yale O. Millington; Hugh S. Cumming, jr.; Eliot B. Coulter; Edward C. Wynne.

Schedule B of positions which may be filled upon noncompetitive examination under the civil service rules is hereby amended by the addition of a new subdivision as follows:

X. STATE DEPARTMENT.—1. Specialists in foreign relations, political, economic, and financial, whose proposed compensation is \$3,200 or more, and whose training and experience along the lines of their proposed duties meet the standard minimum qualifications set up in open competitive examinations for positions in the professional service for corresponding grades.

The Civil Service Commission concurs with the Department of State in recommending these amendments.

CERTAIN POSITIONS OF A PROFESSIONAL, SCIENTIFIC, TECHNICAL, OR SUPERVISORY NATURE UNDER THE NAVAL ESTABLISHMENT IN THE PHILIPPINE ISLANDS MADE SUBJECT TO NONCOMPETITIVE EXAMINATION

August 8, 1929.

Schedule B of the civil service rules, listing positions which may be filled upon noncompetitive examination, is hereby amended by the addition of a new subdivision and paragraph, as follows:

XI. NAVY DEPARTMENT.—1. Such positions of a professional, scientific, technical, or supervisory nature under the Naval Establishment in the Philippine Islands, as may be agreed upon by the Secretary of the Navy and the Civil Service Commission.

This order is jointly recommended by the Navy Department and the Civil Service Commission.

ORDER RELATING TO THE INDIAN FIELD SERVICE

MAKING THE EXECUTIVE ORDER OF AUGUST 14, 1928, EFFECTIVE APRIL 1, 1929

October 22, 1928.

Executive Order No. 4948, classifying certain positions in the Indian field service, Interior Department, promulgated August 14, 1928, is hereby amended so as to become effective April 1, 1929.

ORDER RELATING TO THE EXECUTIVE ORDER OF MAY 21, 1921

REVOCATION OF THE EXECUTIVE ORDER OF MAY 21, 1921, AND CLASSIFICATION OF EMPLOYEES SERVING UNDER SUCH AUTHORIZATION

December 8, 1928.

Executive Order No. 3471, issued May 21, 1921, authorizing the Civil Service Commission to extend for single periods of a year or less the employments of qualified persons engaged on activities growing out of the World War which were temporary and diminishing in nature, is hereby revoked.

Employees now in the service whose retention has been authorized under the order of May 21, 1921, are hereby covered into the classified service.

This order is recommended by the War Department and concurred in by the Civil Service Commission.

ORDER RELATING TO THE PROHIBITION SERVICE

CONTINUANCE UNDER TEMPORARY APPOINTMENT OF AGENTS, INSPECTORS, AND INVESTIGATORS ENTITLED TO MILITARY PREFERENCE UNTIL COMPLETION OF RATINGS IN EXAMINATION CLOSING NOVEMBER 20, 1928

December 21, 1928.

Until the ratings have been completed of the civil-service examination closing November 20, 1928, for positions of prohibition agent, the Secretary of the Treasury is hereby authorized, in his discretion, to continue under temporary appointment those prohibition agents, inspectors, and investigators entitled to military preference (1) whose applications for such examination have been accepted by the Civil Service Commission; and (2) who have been employed with clear records for at least two years in the prohibition service.

For the purposes of this order, reinstatement may be made, in the discretion of the Secretary of the Treasury, of any preference employee herein described who was dropped from the prohibition service, without charges, subsequent to August 16, 1928.

ORDER RELATING TO THE POSITION OF PRESS HELPER, BUREAU OF ENGRAVING AND PRINTING

POSITION OF PRESS HELPER WITH INCUMBENTS, BUREAU OF ENGRAVING AND PRINTING, BROUGHT INTO THE COMPETITIVE CLASSIFIED SERVICE

February 15, 1929.

The position of press helper in the Bureau of Engraving and Printing is hereby brought with the present incumbents into the competitive classified service. Vacancies in this position hereafter will be filled in accordance with the rules governing the classified civil service.

This order is recommended by the Treasury Department and the Civil Service Commission.

ORDER RELATING TO THE LABOR REGULATIONS

AMENDMENT OF REGULATION VIII (REINSTATEMENT), RELATIVE TO TIME LIMIT ON ELIGIBILITY FOR REINSTATEMENT

May 13, 1929.

The regulations for the appointment of unclassified laborers are hereby amended so that Regulation VIII, Reinstatement, shall read as follows:

REGULATION VIII. REINSTATEMENT.—A person separated without delinquency or misconduct from an unclassified position may be reinstated to a similar position under any department or independent establishment subject to physical examination and to the following limitations:

(a) Unless otherwise provided hereinafter, an unclassified laborer may be reinstated only upon certificate of the commission and upon requisition made within one year from the date of separation: *Provided*, That the commission may authorize waiver of the 1-year limit herein prescribed in cases when in its opinion the circumstances are unusual, urgent, or in

the interest of the public service, under the following time limitations: Two years where service has been two years but less than three years; three years where service has been three years but less than four years; four years where service has been four years but less than five years; and five years where service has been five years or more.

(b) A person honorably released from the active military or naval service of the United States after service in the Civil War, or the war with Spain, or the war with Germany, or his widow, or an Army nurse of any of said wars, or the wife of an honorably released totally disabled veteran of any of such wars may be reinstated within five years from the date of separation from the unclassified position: *Provided*, That the commission may authorize such reinstatement without time limit when in its opinion the interests of the public service require such action.

(c) A person separated from an unclassified position in the field service may be reemployed in the same office within one year without certificate. Old paragraph (c) of Regulation VIII is hereby revoked, its provisions having been broadened and included in paragraph (b).

Paragraph (d) of Regulation VIII is relettered (c), and appears above.

ORDER GOVERNING HOURS OF LABOR

CLOSING OF EXECUTIVE DEPARTMENTS AND INDEPENDENT GOVERNMENT ESTABLISHMENTS IN THE DISTRICT OF COLUMBIA ON MONDAY, DECEMBER 24, 1928

December 14, 1928.

It is hereby ordered that the several executive departments and independent Government establishments in the District of Columbia, including the Government Printing Office and the navy yard and stations, be closed on Monday, December 24, 1928, and all clerks and other employees in the Federal service in the District of Columbia, except those who may for special public reasons be excepted from the provisions of this order, or those whose absence from duty would be inconsistent with the provisions of existing law, are hereby excused from duty on that day.

This order is not to be deemed as establishing a precedent.

ORDERS RELATING TO EXAMINATION FOR PRESIDENTIAL POST OFFICES

WAIVER OF EXAMINATION REQUIREMENT

January 5, 1929.

The Executive order of June 22, 1928, amending previous Executive orders requiring candidates for presidential postmasterships to pass a civil-service examination, is hereby waived so as to permit the nomination of Dr. Edward V. Sheely as postmaster at Memphis, Tenn., without examination.

January 15, 1929.

The Executive order of June 22, 1928, amending previous Executive orders requiring candidates for appointment to presidential postmasterships to pass a civil-service examination, is hereby waived to permit the nomination of Ward M. Parker as postmaster at Venice, Fla., without examination.

This order is issued upon the recommendation of the Postmaster General. The Civil Service Commission reports that, as a result of three examinations announced for filling this position, only one eligible has been secured and that further examinations would probably not result in securing enough eligibles for a complete certification of three names to the Postmaster General.

REDUCTION OF MAXIMUM AGE LIMIT TO 65 YEARS, AND PROVISION RELATIVE TO EXAMINATION OF PERSONS WHO HAVE BEEN CONTINUOUSLY IN THE POSTAL SERVICE FOR TWO YEARS IMMEDIATELY PRECEDING

May 1, 1929.

When a vacancy exists or occurs in the position of postmaster of an office of the first, second, or third class, if such vacancy is not filled by nomination of some qualified person within the competitive classified civil service, the Postmaster General shall certify the fact to the Civil Service Commission, which

shall forthwith hold an open competitive examination to test the fitness of applicants to fill such vacancy, and when such examination has been held and the papers submitted therewith have been rated, the commission shall furnish a certificate of not less than three eligibles, if the same can be obtained, to the Postmaster General, who shall submit to the President the name of one of the highest three eligibles for appointment to fill such vacancy: Provided, That the Postmaster General may reject the name of any person or persons so certified if he shall find that by reason of character or residence such person or persons shall have become disqualified after said examination, in which event he may request said commission to complete the certificate of three names: Provided, That no person who has passed his sixty-fifth birthday at the date for close of receipt of applications for such examination shall be permitted to take the same unless he has been continuously in the Postal Service for two years immediately preceding such date: And provided further, That no person shall be examined for postmaster who has not actually resided within the delivery of the office for which application is made for two years next preceding such date: And provided further, That at the expiration of the term of any postmaster, or anticipating such expiration, the Postmaster General may, in his discretion, request the Civil Service Commission to hold an examination, or he may submit the name of such postmaster to the President for renomination without examination.

If, pursuant to this order, it is desired to submit to the President for nomination the name of a person in the competitive classified service, such person must first be found by the Civil Service Commission to possess the requisite qualifications.

No person who has passed his 65th birthday shall be appointed acting postmaster in an office of the first, second, and third class unless he is already in the Postal Service.

EXECUTIVE ORDERS EXCEPTING PERSONS NAMED FROM THE REQUIREMENTS OF THE RULES

The following statement gives (1) date of Executive order; (2) name of person; (3) nature of waiver; (4) action allowed; (5) basis; (6) by whom recommended (where the commission concurred it is so stated):

July 3, 1928. Mrs. Bessie L. Dudley; time limit on eligibility for reinstatement waived; appointment authorized as junior clerk in the classified service; daughter of former officer of the Coast Guard Service and widow with family of five children; employed from May 16, 1925, to March 8, 1926, in the Treasury Department, Coast Guard Service; the Department of Agriculture proposed to reinstate her to a temporary vacancy in that department and afford her opportunity to seek permanent employment elsewhere.

July 3, 1928. Mrs. Letitia E. Stewart; time limit on eligibility for reinstatement waived; appointment authorized to a clerical position in the classified service; widow of James M. Stewart, who at the time of his death February 13, 1928, had a record of more than 28 years' Government service; she served in the War Department for approximately 3 years and 10 months and lacked less than two months' service of being eligible for reinstatement under the rules; recommended by the Secretary of War.

July 6, 1928. Charles E. Margerum; time limit on eligibility for reinstatement waived; appointed material engineer in the Naval Gun Factory, navy yard, Washington, D. C.; was employed in field service of the Navy Department from August 16, 1917, until November 18, 1922; education, training, and experience qualified him for the duties of the position; recommended by the Secretary of the Navy.

July 6, 1928. Harry M. Vogel; examination waived; appointment authorized to a subclerical or an unclassified position under the Office of the Director of Public Buildings and Public Parks of the National Capital; had been serving as an elevator conductor for approximately 20 years in a position outside the Government service; it was proposed to appoint him to the position of laborer at the Lincoln Memorial; recommended by the Acting Director Public Buildings and Public Parks of the National Capital.

July 13, 1928. Mrs. Teresa C. Suit; examination waived; appointed bindery operative, Government Printing Office; widow of Ralph M. Suit, who was employed in the Government Printing Office from October 12, 1916, to December 23, 1927; had four small children and was without income for their support; recommended by the Public Printer.

July 16, 1928. Mrs. Theraesa L. Irwin; examination waived; appointed clerk in the Boston (Mass.) post office; widow of George C. Irwin, who was for more than 17 years an employee of the Boston post office and whose death on December 26, 1923, left her without funds, necessitating that she earn a livelihood for herself and a minor child; recommended by the Postmaster General.

July 16, 1928. M^{ss} Madge Herron; examination waived; appointed junior clerk, Department of Commerce; was sister-in-law of the late chief of the appointment division of the Department of Commerce, whose widow was an invalid; beneficiary of the order had considerable experience in clerical work under temporary appointments in the Department of Commerce; recommended by the Secretary of Commerce.

August 9, 1928. Mrs. Rowena M. Busbey; examination waived; appointed junior clerk, headquarters United States Marine Corps, Washington, D. C.; widow of Lieut. Horace Carleton Busbey, United States Marine Corps, who met his death in line of duty in the crash of an airplane near Fife, Va., June 30, 1928; recommended by the Secretary of the Navy.

August 20, 1928. Mrs. Gladys Evert; examination waived; appointed clerk, Office of the Chief of Air Corps, War Department; widow of Lieut. Paul Evert, who died while piloting one of the United States Army entries in the national elimination balloon race; she had two dependent children; graduate of Lawrence University, Appleton, Wis., with a Bachelor of Arts degree; recommended by the Acting Secretary of War.

August 26, 1928. William A. Marshall; time limit on eligibility for reinstatement waived; appointed messenger, General Accounting Office; was employed in the Treasury Department and in General Accounting Office for approximately three years as messenger, having been discontinued December 31, 1922, on account of failing health; has become physically fit to resume work and has a wife and six small children to support; recommended by the Comptroller General; the commission concurred.

September 12, 1928. Mrs. Mary C. Duff; waiver of competitive feature in certification; appointed clerk Philadelphia (Pa.) post office; wife of Francis Duff, who had been an efficient employee of the Philadelphia post office for a number of years and who while in the service sustained an injury which incapacitated him for work; she had passed required examination for post-office clerk but her name had not yet been reached for certification; recommended by Postmaster General.

September 22, 1928. Mrs. Ruth McElroy Hill; time limit on eligibility for reinstatement waived; appointed calculating machine operator in the Post Office Department; had resigned August 15, 1924, after more than four years' service as a clerk in the Treasury Department, General Accounting Office, and the Post Office Department, eligibility for reinstatement expired August 15, 1928; recommended by the Postmaster General.

September 28, 1928: Mrs. Lillian Cecile Keys; examination waived; appointed underclerk, Bureau of Supplies and Accounts, Navy Department; widow of Reuben B. Keys, Chief Aviation Pilot, United States Navy, who met his death in line of duty as a result of injuries sustained in an airplane accident on August 22, 1928, at Corry Field, Pensacola, Fla.; recommended by the Secretary of the Navy.

October 12, 1928 Mrs. Dorothy C. Bennett; time limit on eligibility for reinstatement waived; appointed private secretary, United States Customs Court, New York, N. Y.; had been appointed February 11, 1918, in the War Department, Ordnance, Washington, D. C., from stenographer and typist examination; had continuous service in the Ordnance, Quartermaster, and Staff Departments until February 29, 1920, when she resigned; had been admitted to the bar; recommended by Justice Cline, of the United States Customs Court.

October 16, 1928. Mrs. Grace G. Baldwin; time limit on eligibility for reinstatement waived; appointed junior clerk, Bureau of Foreign and Domestic Commerce, Department of Commerce; was first appointed in the Government service as copyist, Post Office Department, April 3, 1891, resigning in 1910; wife of Albertus H. Baldwin, formerly Director of the Bureau of Foreign and Domestic Commerce, of the Department of Commerce, and commercial attaché in the service of that department at London, who is incapacitated for work of any kind; recommended by the Secretary of Commerce.

November 2, 1928. Mrs. Josephine Robbins; examination waived; appointed clerk, naval air station, San Diego, Calif., Navy Department; served during the World War as yeoman (F) for more than a year and a half; had three

children dependant upon her for support and was without means or income; recommended by the Secretary of the Navy.

November 7, 1928. Mrs. Mary G. Overn; examination waived; appointed clerk, Boston (Mass.) post office; widow of Edward F. Overn, who was employed in post-office service from February 21, 1905, to March 28, 1928; his death left Mrs. Overn without means of support and she had two children wholly dependent upon her; recommended by the Postmaster General.

November 10, 1928. Mrs. Edith M. White; waiver of competitive feature in certification; appointed clerk, Boston (Mass.), post office; widow of Walter H. White, who had served for about six years as clerk in the Boston post office and at whose death December 15, 1927, she was left with five small children and without adequate means of support; husband was a veteran of the World War; she had passed examination for post-office clerk with rating of 85.20 per cent; recommended by the Postmaster General.

November 21, 1928. Mrs. Genevieve G. Meehan; examination waived; appointed clerk, Federal Trade Commission; widow of Charles V. Meehan, formerly judge of the Municipal Court of the District of Columbia, whose death left her without adequate resources; had rendered several years of efficient service along statistical lines in various branches of the Government; recommended by the Federal Trade Commission.

December 3, 1928. Stephen H. Hastings; time limit on eligibility for reinstatement waived; was appointed as senior agronomist, Department of Agriculture, Bureau of Plant Industry; was employed as agent and farm superintendent, Department of Agriculture, from November 22, 1906, to March 15, 1920; after resigning he operated about 30,000 acres of land in the Salt River Valley in the capacity of ranch manager for the Southwest Cotton Co., Phoenix, Ariz.; recommended by the Secretary of Agriculture.

December 7, 1928. Mrs. Martha A. Davis; examination waived; appointed junior clerk, Interstate Commerce Commission; widow of Orin Davis, who at the time of his death September 24, 1928, had more than 30 years' service as railway postal clerk and as tariff clerk in the Interstate Commerce Commission; widow was left without income or adequate means of support; chairman of Interstate Commerce Commission stated that it is not the policy of that commission to request individual Executive orders, but he interposed no objection in the case of Mrs. Davis.

December 15, 1928. John W. Addison; reinstatement to former competitive classified status; appointed examiner Federal Trade Commission; he resigned March 1, 1916, from the service of the Bureau of Corporations, Department of Commerce, after approximately 8 years of service; on November 19, 1919, was appointed examiner, Federal Trade Commission, a position excepted by law from the requirement of examination; had served continuously from that date; at the time of his appointment to the excepted position he was not eligible for reinstatement as a classified employee; when the rules were amended June 25, 1921, extending eligibility for reinstatement in meritorious cases one year for each full year of service not exceeding five, he had been separated from his former classified position for approximately five years and three months; recommended by the Federal Trade Commission; the commission concurred.

December 18, 1928. Miss Flora Wilson; examination waived; appointment authorized to an appropriate position in the classified service; daughter of the late James Wilson, Secretary of Agriculture for 16 years; graduate of Iowa Agricultural College; education and experience qualified her for capable service; recommended by Hon. Cyrenus Cole.

December 18, 1928. Arthur J. Leck; examination waived; had been appointed without competition April 21, 1919, as a special agent, Bureau of the Census, an unclassified position; under the classification act of 1923 this position was allocated to grade 9, clerical, administrative, and fiscal service, as supervising special agent, a position in the competitive service; he was given a competitive classified status by the order in the position which he now holds; recommended by the Secretary of Commerce.

December 20, 1928. Mrs. Bessie B. McCracken; examination waived; appointed clerk, Office of Chief of Engineers, War Department; widow of Sergeant Henry J. McCracken, who died in Honolulu on November 5, 1925, as the result of an airplane accident while serving as staff sergeant in line of duty; the Secretary of War concurred with the Chief of the Air Corps in recommending the order.

January 2, 1929. James M. E. Brown; time limit on eligibility for reinstatement waived; appointed guard, Treasury Department; had served in the Government

Printing Office in various positions for more than 41 years, being dropped on account of reduction of force March 27, 1923; wife and two children dependent upon him for support; recommended by the Secretary of the Treasury; the commission concurred.

January 2, 1929. Mrs. Mildred Brown McIntosh; examination waived; appointed typist at naval air station, Pensacola, Fla.; widow of Chief Aviation Pilot Enoch B. McIntosh, United States Navy, who met his death in line of duty at Corry Field, naval air station, Pensacola, Fla., November 2, 1928; beneficiary of the order had education and business training which qualified her to perform the duties to which it was proposed to assign her; recommended by the Secretary of the Navy.

January 14, 1929. Mrs. Carrie C. Anderson; examination waived; appointed junior clerk in the General Accounting Office; widow of John L. Anderson, who at the time of his death October 6, 1928, was chief of an audit section in the General Accounting Office and who had rendered exceptionally efficient and valuable services in the auditing offices of the Government for more than 35 years; widow was without adequate means of support; recommended by the Comptroller General.

January 19, 1929. Arthur J. Dahn; time limit on eligibility for reinstatement waived; appointed clerk in the Railway Mail Service; was seriously injured in line of duty in a railroad wreck May 29, 1918, as a result of which he was incapacitated for service for several years; recommended by the Postmaster General; the commission concurred.

February 15, 1929. Mrs. Marion Hayes McCarthy; examination waived; appointed telephone operator, War Department; widow of Master Sergeant Joseph B. McCarthy, Air Corps, who lost his life in an airplane accident on January 11, 1929, in line of duty; widow entirely dependent upon her own efforts for the support of herself and 13-months-old daughter; recommended by the Secretary of War.

February 19, 1929. Miss Anna M. Stack; examination waived; appointment authorized to appropriate position in classified service; issued because of the personal knowledge of the President of the qualifications of Miss Stack.

February 21, 1929. Mrs. James E. Golladay; examination waived; appointed as junior typist, Bureau of Reclamation, Department of the Interior; widow of former employee of the Department of the Interior, who served for 28 years preceding his death; entered the department as messenger boy July 20, 1896, and served continuously until the date of his death January 23, 1929, at which time he was associate attorney; widow was entirely dependent upon her efforts for the support of herself and minor child; recommended by the Secretary of the Interior.

February 21, 1929. Samuel H. Thompson; examination waived; appointed supervisor of Indian education, Office of Indian Affairs, Department of the Interior; had long service in high-grade supervisory position outside the Government service; recommended by the Secretary of the Interior.

February 26, 1929. Mrs. Julia Behneke; examination waived; appointed clerk in the Department of Labor; had qualified as junior typist in three examinations; was appointed in December, 1922, in the Housing Corporation (not in the classified service); had performed clerical work for the Secretary of Labor; recommended by the Secretary of Labor.

February 26, 1929. Mrs. Gertrude L. George; examination waived; appointed clerk, Customs Service, Boston, Mass., Treasury Department; widow of former employee of the Customs Service at Boston, who for approximately 14 years and at the time of his death was appraiser of merchandise; recommended by the Secretary of the Treasury.

February 26, 1929. Oliver H. Clarke; time limit on eligibility for reinstatement waived; reinstated as associate architect, Office of the Supervising Architect, Treasury Department; had intermittent service from 1907 to 1912 in the Supervising Architect's office as a draftsman; training and experience were held to make him unusually well qualified for the position of associate architect; in view of the large building program under way his appointment was regarded as in the interest of the service; recommended by the Secretary of the Treasury.

February 26, 1929. Miss Barbara Davis; examination waived; appointed junior messenger, Bureau of Mines, Department of Commerce; daughter of the late Dr. William H. Davis, who at the time of his death, January 8, 1929, was chief statistician in the Bureau of the Census; he had rendered meritorious service and was foremost among the vital statisticians in the United States; recommended by the Secretary of Commerce.

March 23, 1929. Mrs. Emma E. Kennedy; time limit on eligibility for reinstatement waived; appointed operative in the Bureau of Engraving and Printing, Treasury Department; was classified employee in the bureau from May, 1917, to February, 1918, and a war emergency employee from September, 1920, to July, 1921; recommended by the Secretary of the Treasury.

March 28, 1929. Mrs. Lessie L. Schaefer; waiver of maximum age limit to permit her admission to general clerical examination; it was stated she is in good health, brilliant, thoroughly fitted and experienced in clerical work, and that it was necessary that she be self-supporting; recommended by Senator Frederick Steiwer.

April 9, 1929. Mrs. Ida Strong; examination waived; appointed minor scientific helper, Department of Agriculture; widow of former employee of that department, who had a record of more than 30 years' service; recommended by the Acting Secretary of Agriculture.

April 12, 1929. William A. Kennedy; examination waived; appointed associate construction engineer, Supervising Architect's Office, Treasury Department; he had served the Government in the construction of the Lincoln Memorial and the Memorial to the Women of the Civil War; it was held that the high quality of his work and the difficulty in securing experienced men in the large building program under way made his services valuable; recommended by the Secretary of the Treasury.

April 27, 1929. Mrs. Jean N. Edington; waiver of competitive features and apportionment; appointed underclerk, Department of Commerce; had been employed temporarily in the Department of Agriculture; had taken 13 civil-service examinations and had qualified in a number of them; husband was in the hospital for an indefinite period; recommended by the Secretary of Agriculture and by the Secretary of Commerce.

April 29, 1929. Mrs. Mary Elizabeth Porterfield; examination waived; appointed operative in the Bureau of Engraving and Printing; widow of former employee, who served for more than 16 years as a plate printer in that bureau; recommended by the Secretary of the Treasury.

May 1, 1929. Mrs. Lottie C. Moyer; examination waived; appointed clerk in the Office of the Director of Public Buildings and Public Parks of the National Capital; widow of Jacob S. Moyer, who at the time of his death, July 21, 1925, had been a faithful employee of that office for more than 25 years; left his widow and two young children without adequate means of support; she had several years' experience in a clerical capacity with commercial firms and with the Arlington Memorial Bridge Commission; recommended by the Director of Public Buildings and Public Parks of the National Capital.

May 14, 1929. Mrs. Juliette V. Harring; examination waived; appointed tester, Bureau of Standards, Department of Commerce; widow of former employee of the Bureau of Standards, who had served for approximately 23 years in constructing scientific instruments of high precision; he had devoted much leisure time to the pursuit of biological studies at the Smithsonian Institution; had become a recognized authority on a group of marine and fresh-water animals; beneficiary of the order had served with the Council of National Defense in 1918 and had served temporarily as typist in the War Risk Insurance Bureau; recommended by the Secretary of Commerce.

May 14, 1929. Mrs. Marie Crossette; examination waived; appointed tester, Bureau of Standards, Department of Commerce; widow of former employee of the Bureau of Foreign and Domestic Commerce, who had rendered exceptional service and who was in charge of the China relief work in 1921, for which he received no compensation; recommended by the Secretary of Commerce.

May 27, 1929. Joseph B. White; examination waived; appointed clerk, Adjutant General's office, War Department; was a veteran of the Spanish and World Wars; had been a civilian employee of the United States Military Government in Cuba from 1898 to 1901, but had left Cuba prior to July 3, 1902, on which date an Executive order was issued permitting appointments to the classified service of persons who were then in the employ of the United States in the military government of Cuba; passed examination in 1924 for the position of business executive, United States Veterans' Bureau; had held important assignments in the military service during the World War; was commissioned first lieutenant in 1917; recommended by the Secretary of War.

May 31, 1929. George Henry Malone; examination waived; appointed supervising clerk, office of the captain of the yard, naval station, Cavite, P. I.; the Civil Service Commission had been unable to supply local American eligibles through the Philippine Civil Service Bureau; recommended by the Secretary of the Navy.

June 12, 1929. Walter K. Liscombe; time limit on eligibility for reinstatement waived; had rendered satisfactory service in the Office of the Supervising Architect from 1902 to 1919; in view of the large building program under way, his reinstatement was stated to be in the interest of the service; recommended by the Secretary of the Treasury.

June 12, 1929. Mrs. Mary V. Kehoe; examination waived; appointed junior-clerk checker, General Accounting Office; widow of former employee of the Government Printing Office, the Treasury Department, and General Accounting Office, who had served faithfully for many years; recommended by the Comptroller General.

June 20, 1929. Ralph Ely Stedman; time limit on eligibility for reinstatement waived; appointed junior clerk, General Accounting Office; was appointed September 14, 1909, and served for nearly 10 years in the Departments of Commerce and Labor and the Federal Trade Commission as fireman, assistant messenger, copyist, and first-grade clerk, resigning July 15, 1919; had passed elevator conductor, minor clerk, and clerk examinations; the Comptroller General stated that if Mr. Stedman's eligibility for appointment should be restored it was his intention to offer him employment in the General Accounting Office as junior clerk.

June 29, 1929. Mrs. Edna May; examination waived; appointed operative, Bureau of Engraving and Printing, Treasury Department; widow of Ellwood D. May, a former plate printer in the bureau, who died in August, 1928, leaving his widow without adequate means to support herself, two minor children, and her mother; recommended by the Secretary of the Treasury.

July 29, 1929. Mrs. Ida A. Coffey; examination waived; appointment authorized to an appropriate position in the Department of Commerce; wife of Claude Coffey, who served from 1920 to May 25, 1929, in the Patent Office, when he resigned because of ill health, and is at present confined to a hospital; she had three children and a mother dependent upon her for support; recommended by the Secretary of Commerce.

February 21, 1929. Mrs. Loretta V. Mann; time limit on eligibility for reinstatement waived; appointed junior clerk, Geological Survey; widow of Howard Q. Mann, who was appointed May 11, 1908, in the Department of Agriculture, through the messenger boy examination; transferred to junior clerk, Geological Survey, October 1, 1917, and was continuously in the service to the date of his death, on June 12, 1927, being at that time principal clerk; widow left with three children and without any resources; had been a printer's assistant in the Bureau of Engraving and Printing and a skilled laborer in the Government Printing Office; had qualified in the minor clerk examination; recommended by the Secretary of the Interior.

February 22, 1929. Mrs. Anna M. Archibald; examination waived; appointment authorized to any position for which she is qualified in the Federal service; widow of Capt. Robert J. Archibald, United States Marine Corps, who was killed in an airplane crash November 1, 1928, while a student at the Army Air Corps Tactical School; beneficiary of the order had served as chief yeoman during the World War; is college graduate, speaking two foreign languages; had experience in editorial work; was executive head of the naval aviation detachment, Massachusetts Institute of Technology; had one minor relative dependent upon her; recommended by the Secretary of the Navy.

February 23, 1929. Mrs. Mary Scott Mills; examination waived; appointed underclerk, division of loans and currency, Treasury Department; widow of former employee of the Government Printing Office and the Treasury Department, who had served efficiently for many years and whose death followed his retirement; recommended by the Secretary of the Treasury.

February 23, 1929. Mrs. Mary E. Kelly; time limit on eligibility for reinstatement waived; appointment authorized to clerical position in the classified service; widow of John J. Kelly, who at the time of his death, September 5, 1928, had been an employee of the Government Printing Office for more than 30 years; left without means of support for herself and her 10-year-old daughter; she had been employed in the classified service for approximately 20 years, her last service as permanent employee terminating by resignation on April 9, 1918; had passed several clerical examinations; recommended by the Secretary of the Interior.

February 27, 1929. Clifford C. Marsh; time limit on eligibility for reinstatement waived; appointed assistant postmaster at Yellowstone Park, Wyo.; was a classified employee from 1893 to 1914 and had been employed temporarily and satisfactorily during the past seven years at the post office; only qualified person of whom the department had knowledge who would be willing

to enter an examination if one were held; recommended by the Postmaster General; the commission concurred.

February 28, 1929. Miss Elizabeth Gibson; examination waived; appointed underclerk, Navy Department; her father, who died May 10, 1911, was a rear admiral in the United States Navy, serving in the Civil War and the Spanish-American War; recommended by the Secretary of the Navy.

March 2, 1929. Robert O. Hopkins; time limit on eligibility for reinstatement waived; reinstated as prohibition agent, prohibition service, Savannah, Ga., Treasury Department; was appointed February 1, 1898, as deputy collector of internal revenue through competitive examination, and was discontinued on July 31, 1913; after an interval of more than seven years, was appointed to the position of prohibition agent, excepted by law from the civil-service rules, and had served continuously; had taken examination for junior prohibition investigator and had filed application for prohibition agent examination, which application was canceled because he was two years beyond the maximum-age limit; recommended by the Secretary of the Treasury.

March 2, 1929. James W. Girard; time limit on eligibility for reinstatement waived; appointed logging engineer, Forest Service, Department of Agriculture; had been employed continuously with exception of about one year from June 1, 1910, to May 4, 1923, as a classified employee under the Department of Agriculture, serving as ranger, scaler, lumberman, and logging engineer; resigned to act as expert adviser to an operator in a large timber sale; recommended by the Secretary of Agriculture; the commission concurred.

March 2, 1929. Raymond F. Mulherin; time limit on eligibility for reinstatement waived; appointment authorized to an appropriate position in the classified service; has had more than 15 years' experience in Postal Service, including about 8 years as post-office inspector; recommended by the Postmaster General.

March 2, 1929. Mrs. Jeannette J. Donahue; time limit on eligibility for reinstatement waived; appointed underclerk, Bureau of Immigration, Department of Labor; she had been formerly employed in the Department of Agriculture for more than seven years; widow of Peter A. Donahue, who died April 13, 1928, after many years of employment in the Immigration Service; recommended by the Secretary of Labor.

March 2, 1929. Mrs. Lee H. Garby; examination waived; appointed junior clerk, Department of Agriculture; widow of Dr. Carl D. Garby, who served continuously under the Departments of Navy, War, and Agriculture from January 12, 1916, to the date of his death on July 10, 1928; question of the Government's responsibility in connection with the death of her husband because of possible poisoning from certain chemicals was under consideration by the United States Employees' Compensation Commission; mother partially dependent upon her for support; had a minor child dependent upon her; recommended by the Secretary of Agriculture.

March 2, 1929. Miss Virginia Ladd; waiver of competitive features and apportionment; appointed clerk in The Adjutant General's office, War Department; had passed file-clerk examination with rating of 77 per cent; although on the register of eligibles as resident of Maryland, the claim was made in her behalf that North Dakota was the State of her residence; recommended by the Secretary of War.

March 4, 1929. Mrs. William M. Stuart; time limit on eligibility for reinstatement waived; appointed to a clerical position in the Bureau of the Census, Department of Commerce; was in the competitive classified service from July 1, 1902, to December 31, 1918; commission not advised by whom order was recommended.

APPOINTMENTS UNDER SECTION 10, RULE II

Statement by departments of name, bureau or office, salary paid, position to which appointed, and basis of approval of each appointment made during the year covered by the report.

TREASURY DEPARTMENT

Henry W. George, United States Public Health Service, Boston, Mass., \$5 per diem when actually employed, pharmacological assistant in connection with field investigations of cancer. The commission was advised that Mr. George is

thoroughly familiar with the studies and experiments being conducted by the Public Health Service at the Harvard Medical School and for three months past had assisted the medical officer in charge of the investigations of cancer in the work of studying the effects of very high-frequency currents on tissue cells, which experience would make him more valuable in performing the duties of the position than any other pharmacological assistant known to the medical officer in charge. He was employed in the Harvard Medical School as a pharmacological assistant and was available immediately for duty with the public health officer in charge of cancer investigations. While the compensation was fixed at \$5 per diem when actually employed, it was not contemplated that the gross per annum rate would exceed \$1,500. It was not believed that competitive examination would secure eligibles at the salary paid, in view of which appointment was authorized under section 10 of Rule II.

WAR DEPARTMENT

Herman C. C. Zimmerman, Quartermaster Corps, New York Depot, \$3,000 per annum, chief cataloguer. The appointee is a retired captain of the Quartermaster Corps and is to be assigned as the representative of the Quartermaster Corps in the preparation of the Federal Standard Stock Catalogue, directed by Circular No. 260, of the Bureau of the Budget, to be compiled and published. The qualifications required could be secured only through long service with the Quartermaster Corps. With a background of 30 years' experience, Captain Zimmerman was stated to possess peculiar and requisite qualifications for the position. The field of competition appeared to be so limited that it was doubtful whether an examination would secure qualified men other than Captain Zimmerman. The appointment was therefore approved under section 10 of Rule II.

Eugene Fix, Ordnance Department at Large, Frankford Arsenal, Philadelphia, Pa., \$6.40 per diem, jeweler, instructor toolmaker. Mr. Fix had a specialized knowledge of certain machinery adopted by the War Department. In view of his experience and knowledge his appointment was approved under section 10 of Rule II.

NAVY DEPARTMENT

Ralph E. Hinman, naval proving ground, Dahlgren, Va., \$144.45 a month, intermediate grade school teacher; L. Healy Settle, naval proving ground, Dahlgren, Va., \$165 a month, principal. These appointments were similar to a number of others authorized in previous years by the commission. The Navy Department had been unable to arrange with the State of Virginia to supervise the educational work, naval proving ground, Dahlgren, Va. No register was available for filling the positions at Dahlgren. In view of these circumstances it appeared advisable to authorize appointment under section 10 of Rule II.

INTERIOR DEPARTMENT

Carl Bachem, National Park Service, \$4,600 per annum, special assistant. Mr. Bachem's services are to be utilized in connection with the purchase and contract for purchase of privately owned lands in the national parks. The elimination of private lands in the national parks and monuments was represented to be a large and complicated undertaking, requiring the services of specially qualified experts and involving the acquisition of 68,000 acres of land in 12 national parks and 6 national monuments scattered throughout the western part of the United States in 1,150 individual ownerships varying from

20-acre tracts to blocks of 12,000 acres. Mr. Bachem had more than 20 years' active lumbering experience including the duties of land appraisal and purchasing. His official and semiofficial connection with the national parks for 10 years past had brought him a knowledge of the private land situation in all the national parks. It was probable that the peculiar qualifications in this case would not be met by competitive examination, and the appointment was authorized under section 10 of Rule II.

Friedrich Brinkmann, St. Elizabeths Hospital, \$4,600 per annum, neuropathologist. Doctor Brinkman had been specializing in neuropathological studies and research work for four years, having studied at the Universities of Marburg, Leipzig, Vienna, and Hamburg. He obtained his medical degree at the University of Hamburg in 1924, since which time he has been connected with the anatomical laboratory attached to the psychiatric hospital of Hamburg. There are few qualified persons for the position of neuropathologist and the hospital has been unable to fill the vacancies occurring in this position from competitive examination. Difficulty would be experienced in securing eligibles through competitive examination and the appointment was authorized under section 10 of Rule II.

DEPARTMENT OF AGRICULTURE

Leslie Hellerman, Bureau of Chemistry and Soils, \$15 per diem (not to exceed \$2,500 per annum), special chemist. The appointment of Mr. Hellerman was desired in connection with the organic chemistry problems at the Fixed Nitrogen Research Laboratory. He had competed in an examination for senior chemist in July, 1927, and had attained a rating of 75.80. His name appeared third on the list of organic chemists. He had a thorough training in organic chemistry and had particularly specialized in the field of organic nitrogen. He was employed at Johns Hopkins University, Baltimore, Md., as associate in physiological chemistry and his services will be available during his vacation periods and at other times when it will be necessary to call on him. Mr. Hellerman, being located near the Fixed Nitrogen Research Laboratory, was in a position to render assistance there. It seemed doubtful whether eligibles could be secured as the result of competitive examination under the conditions of service, and the commission approved the appointment under section 10 of Rule II, the salary being restricted not to exceed \$2,500 per annum.

Tyozaburo Tanaka, Bureau of Plant Industry, \$150 a month, translator. This appointment was first requested by the department for a period of three months. The appointee was qualified to translate, abstract, and classify Japanese agricultural literature, with special reference to citrus plants and relatives. Mr. Tanaka was reported to be one of the foremost botanical experts of Japan, specializing in citrus, and is the director of the Tanaka Citrus Experiment Station of Japan. He was making a tour of the world in connection with the study of citrus plants and was able to devote a temporary period to this work. This appointment was extended for an additional month by the commission in October, 1928. These appointments were approved under section 10 of Rule II because of the difficulty in securing eligibles through competitive examination for such temporary scientific work.

Demetrius Th. Sinitsin, Bureau of Animal Industry, \$3,200 per annum, associate zoologist. Doctor Sinitsin had filed an application for associate zoologist in the Bureau of Animal Industry but was not then a citizen of the United States although he had made declaration of intention. He was the only person who met the requirements of the examination in question under optional No.

1, liver flukes and related trematodes. His examination papers established that he had spent several years in the investigation of liver flukes in Europe and about 30 years in parasitological investigations, mostly on flukes of various sorts. No one was known either in this country or Europe who had such special qualifications for the work needed as Doctor Sinitsin. It was represented that it will be a service to American agriculture to secure his services. As competition would obviously be restricted, his appointment was authorized under section 10 of Rule II.

Benjamin Liebowitz, Bureau of Public Roads, New York City, \$20.83 per diem when actually employed, research consultant. Mr. Liebowitz was first appointed in April, 1928, under section 10 of Rule II, and the present appointment is an extension of the original one for an additional period of one year. He has been serving on instrumentation work which is being carried on for the purpose of developing an accelerometer which is suitable for the measurement of the impact forces produced by the wheels of motor trucks. He is the only man trained in this particular line of work of whom the department has knowledge, and it is important that he be retained to complete the work for which he was originally appointed. The commission, therefore, authorized the appointment under section 10 of Rule II.

Alfred Keys, Bureau of Plant Industry, \$3,500 per annum, associate horticulturist. Mr. Keys was appointed as specialist in rubber investigation under section 10 of Rule II in August, 1923. He served under the designations of specialist in rubber investigations and associate horticulturist. He resigned November 30, 1928. The commission was advised that the department had been unable to replace Mr. Keys, and it was therefore desired to reappoint him to the same position. The department was in urgent need of a man with his training to go forward with the work and he was the only man known who had the necessary qualifications and who was available for the position. It was necessary to secure the services of an experienced tropical horticulturist, whose practical experience was gained through residence in the tropics, and Mr. Keys met the requirements of the position to a higher degree than any other available man known. As the field of competition appeared to be limited the commission approved the appointment of Mr. Keys under section 10 of Rule II.

DEPARTMENT OF COMMERCE

Hewitt Wilson, Bureau of Mines, Seattle, Wash., \$3,800 per annum (when actually employed), engineer (nonmetallcs). Mr. Wilson was temporarily appointed as consulting engineer (nonmetallcs), at \$3,600 per annum, for a period not to exceed three months from July 1, 1928, in accordance with authority of the commission. He had been connected with the University of Washington for the past nine years, first as assistant professor, then as associate professor, and later as professor of ceramic engineering. He was no longer available for full-time work and authority was requested for his appointment as engineer (nonmetallcs) on a "when actually employed basis." It appeared that competition would be limited and the commission approved the appointment under section 10 of Rule II, at \$3,800 per annum (when actually employed), under which authority the department was able to utilize the services of Mr. Wilson without any limitation as to period of service, as it is deemed necessary.

UNITED STATES VETERANS' BUREAU

Emil Houk, United States Veterans' Bureau, regional office, Chicago, Ill., \$2,000 per annum, orthopedic mechanic; Augustine Hoholacek, United States Veterans' Bureau, regional office, New York City, N. Y., \$2,000 per annum, ortho-

pedic mechanic; Emerson M. Davis, United States Veterans' Bureau, regional office, Atlanta, Ga., \$2,600 per annum, orthopedic foreman; Jacob Quallich, United States Veterans' Bureau, regional office, Chicago, Ill., \$2,000 per annum, orthopedic shoemaker. The commission has on a number of occasions endeavored to fill positions of this character through competitive examination. The temporary appointee was in some cases the only applicant and in other cases no eligibles were secured. In view of the expense involved in holding examinations and the lack of competition the commission approved the appointments above named under section 10 of Rule II.

SMITHSONIAN INSTITUTION

William H. Hoover, solar-observing station, Mount Montezuma, Chile, \$3,400 per annum, director. Mr. Hoover was serving as director of the observing station on Mount Brukaros, in British southwest Africa; he is a graduate of the University of Wisconsin, and was director of the Meteorological and Solar Observatory of the Argentine Government at La Quiaca, Argentine. He had proven himself to have qualifications of character and temperament requisite to the successful prosecution of this difficult work in necessarily trying and isolated stations. Difficulty would be experienced in securing eligibles for filling this position, especially under the conditions stated, in view of which the commission granted authority for appointment under section 10 of Rule II.

INTERSTATE COMMERCE COMMISSION

Mrs. Blanche W. Knight, \$2,600 per annum, annotation clerk. Mrs. Knight was appointed temporarily from a register of the Civil Service Commission. It was found that she possessed certain qualifications which made her promotion to a more important position desirable in the interest of the service, to which approval was given. The Interstate Commerce Commission was faced with the task of completing in a certain time the compilation of interstate commerce laws with annotated decisions of that commission, and of decisions of the Supreme Court of the United States, and of other courts relating to these laws, and it was represented that the services of Mrs. Knight were essential to the successful progress of this work. There was required a combination of clerical and editorial training, technical knowledge of the act and related acts and their history, and the decisions thereunder. It was regarded as practically impossible to obtain from examination eligibles who would have the qualifications and experience requisite for performing the duties as outlined. The commission therefore regarded the case as one for proper consideration under section 10 of Rule II and authorized the appointment accordingly.

UNITED STATES CIVIL SERVICE COMMISSION

Selden G. Hopkins, examining division, \$3,200 per annum, examiner. Mr. Hopkins was originally employed temporarily as field examiner. His assignment included services in the central office of the commission and character investigations and oral examinations both in the South and in the East. Later he was assigned to the consideration of appeals in prohibition cases. He held an LL. B. degree from the State University of Iowa, was admitted to the bar of Kansas, and practiced law in that State. He served as county attorney of Sheridan County, Kans., for four years, and was a member of the Kansas State Senate. He had held positions of responsibility under the State and under the National Government. In view of his legal qualifications and the fact that it seemed to be assured that competition would be limited, the commission approved the appointment under section 10 of Rule II.

TABLE 1.—Showing, by kinds of examination and sex, the number of persons examined and the number that passed during the year ended June 30, 1929

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE												
Abstractor, title			28	22					25	3	19	3
Accountant, cost, junior					16	10			15	1	9	1
Accountant and auditor:												
Assistant					1				1			
Assistant chief					180	68			180		68	
Administrative officer, principal					7	4			7		4	
Administrator, prohibition (and assistant and deputy)					1,032	312			1,028	4	311	1
Agent:												
(Antinarcotic act)					434	1			434		1	
Commercial, associate					253	89			245	8	88	1
Prohibition					5,186	1,815			5,186		1,815	
Special					1	1			1		1	
Agriculture, director of			71	19					71		19	
Agronomist:												
Assistant	14	4							4		4	
Associate	11	5							11		5	
Junior	38	18							38		18	
Principal	31	10							31		10	
Aid:												
Animal husbandry, junior			8	3					8		3	
Electrical engineering, junior			7	3					7		3	
Field, engineering			177	150					177		150	
Laboratory			45	31					41	4	27	4
Laboratory, assistant			15	10					12	3	9	1
Laboratory, junior			10	8					9	1	7	1
Laboratory (technical clerk)			14	5					4	10	1	4
Laboratory and field			5	4					5		4	
Land appraisal, senior			1	1					1		1	
Library			1							1		
Occupational therapy			184	77					106	78	38	39
Park naturalist's			2	2					2		2	
Physiotherapy			49	21					32	17	13	8
Poultry, junior			23	6					23		6	
Pupil, occupational therapy			26	15					7	19	2	

Pupil, physiotherapy			103	47				63	40	31	16
Scientific			24	11				21	3	11	
Scientific, assistant			64	47				55	9	39	8
Scientific, junior (and under laboratory apprentice)			128	86				111	17	76	10
Scientific, senior			9	2				8	1	2	
Soil-surveying, assistant			45	41				45		41	
Transportation and refrigeration			6	4				6		4	
Anatomist, physiological, plant assistant	5	2						3	2	1	1
Appraiser, land	137	109						137		109	
Apprentice						1,873	526	1,873		526	
Laboratory, minor			117	35				114	3	35	
Laboratory, under (see aid)											
(Navy yard service)			482	120				482		120	
(Ordnance department at large)						17	12	17		12	
Architect:											
Assistant	75	31						74	1	31	
Associate	43	17						43		17	
Landscape	18	2						18		2	
Landscape, assistant	53	20						50	3	28	1
Landscape, junior	2	2						2		2	
Naval, assistant	25	12						25		12	
Naval, associate	21	13						21		13	
Senior	34	5						34		5	
Artist:											
Botanical	59	5						23	36	3	2
Commercial			1						1		
Assayer, junior	5	4						5		4	
Assistant:											
Cold storage warehouse						8	2	8		2	
Druggist's			7	6				5	2	4	2
Library, minor			43	14				13	30	4	10
Library, under			78	38				13	65	5	33
Management					7	4		7		4	
Occupational therapy			8	6				8		6	
Physiotherapy			27	15				25	2	14	1
Procurement planning					1	1		1		1	
Surgeon's			24	16				11	13	6	10
Surgeon's (dental)			14	11				2	12	2	9
Surgeon's (operating room)			12	8				10	2	7	1
Astronomer, junior	11	5						11		5	
Attendant:											
Hospital, head			1	1				1		1	
Laboratory							32	32		27	
Attorney, Bureau of Prohibition (and junior, assistant or associate)	3	3						3		3	
Attorney, Veterans' Bureau, associate (and assistant)	36	17						34	2	16	1
Attorney, senior	105	53						103	2	52	1
Auditor, transportation rate and traffic, senior					273	4		273		4	
Awning maker							14	11	13	1	11

TABLE 1.—Showing, by kinds of examinations and sex, the number of persons examined and the number that passed during the year ended June 30, 1929—Continued

Examination	Totals (by groups)								Examinee		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Bacteriologist:												
Assistant.....	11	7							9	2	5	2
Associate.....	17	10							17		10	
Junior.....	26	9							12	14	8	1
Senior.....	15	10							15		10	
Biochemist.....	19	9							19		9	
Assistant.....	24	19							17	7	14	5
Biologist:												
Assistant.....	14	8							12	2	8	
Junior.....	19	12							15	4	8	4
Blacksmith.....							4	4	4		4	
Bookkeeper.....					41	5			34	7	4	1
Bookkeeper-typist.....					6	3			6		3	
Botanist:												
Associate.....	11	4							11		4	
Junior.....	19	5							12	7	4	1
Seed, junior.....	8	3							3	5	2	1
Bricklayer.....							1	1	1		1	
Cabinetmaker.....							1	1	1		1	
Cable splicer seaman.....							2	2	2		2	
Carpenter.....							378	309	378		309	
Senior.....							247	225	247		225	
Cement worker.....							7	3	7		3	
Chainman.....			5	4					5		4	
Chauffeur.....							135	73	135		73	
Checker.....					53	33			53		33	
Chemist.....	36	30							36		30	
Analytical, assistant.....	3	3							3		3	
Assistant.....	155	111							137	18	99	12
Associate.....	119	94							114	5	89	5
Junior.....	415	225							357	58	201	24
Organic, explosives.....	6	4							6		4	
Physical.....	8	7							8		7	

Physical, assistant.....	2	1						2		1	
Physical, associate.....	7	5						6	1	4	1
Senior.....	36	19						36		19	
Chief of field division.....				10				10			
Chief of mechanical service.....	5	2						5		2	
Chief of plant quarantine and control administration.....				10	7			10		7	
Chief of protective division, assistant.....	5	2						5		2	
Clerk:											
(Buyer of miscellaneous supplies).....				40	1			40		1	
Clothing.....				5	1			5		1	
(Copyist draftsman).....				4	1			4		1	
Distilled spirits.....				195	82			179	16	75	7
Editorial, assistant.....				1				1			
File.....				301	96			128	173	46	50
File, junior (and under).....				1,532	611			1,492	40	596	15
Finance and allotment.....				11	5			11		5	
Forest and field.....				139	18			89	50	8	10
Forest and field, senior.....				140	27			122	18	23	4
General.....				9,170	2,510			6,521	2,649	1,745	765
Minor.....				9	7			8	1	7	
Personnel, senior.....				14	4			13	1	3	1
Property accounts.....				4	1			3	1		1
Railway postal.....				12	6			12		6	
Record.....				31	20			31		20	
Statistical, assistant.....				357	70			181	176	33	37
Statistical, senior.....				259	56			134	125	13	43
Stock record.....				1	2			1		1	
Telephone (typist).....				9					9		2
Clerk-carrier.....				78,135	34,137			72,964	5,171	31,486	2,651
Clerk-embalmer.....				20	4			20			
Clerk-typist, under.....				4	1				1		1
Collector of cotton-gin statistics.....				91	71				7	66	5
Computer.....	28	4						84		7	
Cook.....						20	2	21	7	4	
Cost keeper.....				1	1				20		2
Crop and livestock estimator.....	78	20						1		1	
Cytologist.....	4	2						78		20	
Dairyman.....								3	1	2	
Head.....						7	5	7		5	
Deckhand.....						4	1	4		1	
Dentist, associate.....						10	6	4		1	
Designer:	1	1						10		6	
Aeronautical.....	11	9						1		1	
Tool.....						9	1	11		9	
Dietitian.....			156	108				9		1	
Disciplinarian.....			3	3				11	145		108
Ditchrider.....						47	38	3		3	
Draftsman:								47		38	
Aeronautical, senior.....			17	13						13	
Apprentice.....			75	42				17			
Architectural.....			53	36				48	27	28	14
Architectural, principal.....			14	12				51	2	34	2
								13	1	11	1

TABLE 1.—Showing, by kinds of examinations and sex, the number of persons examined and the number that passed during the year ended June 30, 1929—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and gen- eral business		Custodial, labor and mechanical					
	Exam- ined	Passed	Exam- ined	Passed	Exam- ined	Passed	Exam- ined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Draftsman—Continued												
Architectural, senior			29	28					29		28	
Architectural and structural steel, principal			14	10					14		10	
Copyist			194	121					189	5	118	
Design			120	72					119	1	71	
Design, aeronautical			8	2					8		2	
Design, mechanical			11	8					11		8	
Detail			106	68					105	1	67	
Electrical			8	7					8		7	
Electrical, assistant			14	11					14		11	
Electrical, junior			29	17					29		17	
Electrical, senior			12	11					12		11	
Engineering			23	19					23		19	
Engineering, assistant			21	18					21		18	
Engineering, chief			6	4					6		4	
Engineering, junior			22	20					22		20	
Engineering, principal			23	23					22	1	22	
Engineering, senior			21	18					21		18	
Lithographic	16	5							16		5	
Mechanical			71	65					71		65	
Mechanical, assistant			51	38					50	1	38	
Mechanical, chief			15	14					15		14	
Mechanical, junior			112	84					108	4	80	
Mechanical, senior			26	19					26		19	
Navy			53	44					52	1	43	
Topographic			49	29					47	2	28	
*Topographic, assistant			62	32					57	5	30	
Topographic, junior			110	35					101	9	31	
Topographic, senior			53	39					50	3	36	
Driver, motor truck							2	1	2		1	
Driver-mechanic							985	282	985		282	
Druggist			24	12					24		12	
Ecologist:												
Forest	10	7							9	1	7	

Forest, assistant.....	22	15						20	2	13	2
Forest, associate.....	14	12						14		12	
Forest, senior.....	6	3						6		3	
Economist.....	7	1						7		1	
Agricultural.....	53	26						53		26	
Agricultural, assistant.....	145	39						140	5	37	2
Agricultural, associate.....	127	68						127		68	
Agricultural, junior.....	87	39						84	3	37	2
Agricultural, principal.....	29	4						29		4	
Agricultural, senior.....	36	14						36		14	
Associate.....	5	2						5		2	
Industrial, associate.....	43	8						19	24		8
Industrial, junior.....	112	17						66	46	2	15
Mineral, assistant.....	24	12						24		12	
Mineral, associate.....	17	11						17		11	
Social.....	15	3						10	5		3
Social, assistant.....	70	18						23	47		18
Social, associate.....	47	14						11	36	1	13
Editor.....				1				1			
Educationist:											
Associate.....	2	1							2		1
Junior.....	12	3							12		3
Electrician.....						48	36	48		36	
Radio, principal.....						68	8	68		8	
Elevator conductor.....						798	440	713	85	371	69
Engineer:											
Aeronautical, assistant.....	44	15						44		15	
Aeronautical, associate.....	39	8						39		8	
Agricultural, assistant.....	11	2						11		2	
Agricultural, associate.....	29	4						29		4	
Appraisal.....	14	4						14		4	
Appraisal, associate.....	7	4						7		4	
Architectural, assistant.....	13	7						13		7	
Architectural, associate.....	18	6						18		6	
Assistant (architectural and structural engineering).....	1	1						1		1	
Assistant (construction engineering).....	1	1						1		1	
Assistant (electrical engineering).....	1							1			
Associate (civil engineering).....	1	1						1		1	
Associate (construction engineering).....	1							1			
Cartographic, junior.....	51	18						51		18	
Chemical, assistant.....	29	15						29		15	
Chemical, associate.....	5	2						5		2	
Chief.....						25	10	25		10	
Civil, assistant.....	162	42						162		42	
Civil, associate.....	124	30						124		30	
Construction, associate.....	110	40						110		40	
Electrical, assistant.....	85	3						85		3	
Electrical, associate.....	50	14						50		14	
Fourth assistant.....						9	6	9		6	
Fuel.....	2	1						2		1	
Fuel, assistant.....	5	2						5		2	

TABLE 1.—Showing, by kinds of examinations and sex, the number of persons examined and the number that passed during the year ended June 30, 1929—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and gen- eral business		Custodial, labor and mechanical					
	Exam- ined	Passed	Exam- ined	Passed	Exam- ined	Passed	Exam- ined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Engineer—Continued												
Fuel, associate	5	1							5		1	
Gasoline, marine							5		5			
Highway bridge, associate	58	25							58		25	
Hydraulic, senior	39	22							39		22	
Hydroelectric	14	6							14		6	
Hydroelectric, assistant	20	9							20		9	
Hydroelectric, associate	25	9							25		9	
Hydroelectric, principal	31	11							31		11	
Hydrogen gas plant							4	1	4		1	
Irrigation, assistant	31	11							31		11	
Irrigation, associate	19	13							19		13	
Junior	1,174	764							1,172	2	763	1
Kiln-drying, assistant	17	2							17		2	
Materials testing	2								2			
Materials testing, assistant	5								5			
Materials-testing, associate	3								3			
Mechanical, assistant	42	18							42		18	
Mechanical, associate	43	8							43		8	
Mechanical, senior	36	6							36		6	
Mining	18	8							18		8	
Mining, assistant	10	7							10		7	
Mining, associate	15	11							15		11	
Ordnance, assistant	5	2							5		2	
Radio	19	4							19		4	
Radio, assistant	60	14							59	1	14	
Radio, associate	25	6							25		6	
Sanitation and plumbing, assistant	7	2							7		2	
Steam, marine							43	43	43		43	
Steam, marine, assistant							3	3	3		3	
Steam, second class							10	2	10		2	
Steam, third class							18	8	18		8	
Third assistant							13	11	13		11	
Structural, assistant	93	34							93		34	

Structural, associate.....	41	26						41	26		
Telephone, assistant.....	80	11						80	11		
Engineer and deck officer, junior.....	69	60						69	60		
Engineering inspector-foreman, senior.....			110	23				110	23		
Engineman:											
Gasoline, marine.....						2	2	2	2		
(Internal-combustion engines).....						2		2			
Locomotive.....						15	8	15	8		
Refrigerating, second class.....						5	3	5	3		
Steam, second class.....						8	7	8	7		
Steam, third class.....						9	7	9	7		
Steam-electric, chief.....						1	1	1	1		
Steam-electric, first class.....						5		5			
Steam-electric, second class.....						33	31	33	31		
Third class.....						13	11	13	11		
Engraver:											
Map, copperplate.....			1	1				1	1		
Map, copperplate, assistant.....			4	2				4	2		
Map, copperplate, junior.....			3					3			
Map, copperplate, senior.....			2	2				2	2		
Entomologist:											
Assistant.....	67	48						67	48		
Associate.....	28	26						28	26		
Junior.....	172	97						169	3	96	1
Examiner:											
Civil Service, assistant.....					1			1			
Claims.....					398	293		365	33	269	24
Naturalization, junior.....		120						197	12	111	9
Patent, junior.....	209	158						430	5	158	
Range, junior.....	435				33	13		33		13	
Farmer.....			126	125				126		125	
Farm superintendent.....							5	5			
Fingerprint classifier:											
Assistant.....					79	16		76	3	16	
Student.....					687	292		668	19	280	12
Fireman:											
Marine.....							2	2		2	
Stationary.....							8	8		8	
Stationary (high-pressure plant).....							24	17		24	
Stationary (oil-burning plant).....							212	131		212	
Stationary, senior.....							53	21		53	
Stationary boiler.....							3	3		3	
Fireman-laborer.....							159	92		159	
Fire marshal.....							26	23		26	
Foragemaster.....							2	2		2	
Foreman.....					6	2		6		2	
Airplane mechanic.....							108	81		108	
Aviation engine mechanic.....							9	1		9	
Calker.....							14	10		14	
Carpenter.....							1	1		1	
Concrete.....							65	57		65	
Concrete revetment.....							15	10		15	
							2	1		2	

TABLE 1.—Showing, by kinds of examinations and sex, the number of persons examined and the number that passed during the year ended June 30, 1929—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and gen- eral business		Custodial, labor and mechanical					
	Exam- ined	Passed	Exam- ined	Passed	Exam- ined	Passed	Exam- ined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Foreman—Continued.												
(Construction).....			12	9					12		9	
Deck.....							2	2	2		2	
Dredge.....							2	2	2		2	
Electrician.....							2	2	2		2	
(Explosives).....							1	1	1		1	
Garage.....							7	2	7		2	
Gardener.....			8	1					8		1	
General.....							14	11	14		11	
(Laborers).....							300	243	300		243	
(Laundry).....							29	14	28	1	13	1
(Laundry department, marking).....							10	3	10		3	
(Laundry department, washing).....							37	16	37		16	
Levee.....							1	1	1		1	
Levee machine.....							7	5	7		5	
Machinist.....							10	8	10		8	
Mechanic (welder).....							1	1	1		1	
(Metal equipment shops).....							3	2	3		2	
Motor transport.....							1		1			
Painter.....							16	13	16		13	
Pile driver.....							4	2	4		2	
Pipe-line.....							1	1	1		1	
Poultry.....							1	1	1		1	
Power-house.....							1	1	1		1	
Pumping plant.....							1	1	1		1	
Revetment.....							5	5	5		5	
Steamfitter.....							1	1	1		1	
Tinner.....							2	2	2		2	
Track.....							8	2	8		2	
Warehouse.....							3	3	3		3	
Welder.....							1	1	1		1	
(Wingdam construction).....			2						2			
Foreman-leadingman-quarterman.....							212	147	212		147	

Forester:													
Extension.....	23	8								23		8	
Junior.....	167	61								167		61	
Game protector.....					448	86				448		86	
Game warden:													
Forest.....					75	6				75		6	
Forest, junior.....					66	30				66		30	
Garageman.....							2	2		2		2	
Garageman-driver.....							193	105		193		105	
Gardener.....			37	13						37		13	
Head.....			6	5						6		5	
Garment presser.....							1			1			
Gate tender.....							6	4		6		4	
Geologist:													
Assistant.....	37	25								35	2	23	2
Junior.....	109	32								101	8	31	1
Groom.....							1	1		1		1	
Guard.....							2,749	1,753		2,748	1	1,753	
Customs.....							172	121		172		121	
Mounted.....							1	1		1		1	
(Penal and correctional institutions).....							9	6		9		6	
Helper:													
Airplane acetylene welder's.....							5	4		5		4	
Carpenter's.....							18	12		18		12	
Cotton classer's.....			110	42						110		42	
Electrician's.....							33	19		33		19	
Engineman's.....							1			1			
(With experience).....							37	22		37		22	
Hay standards.....			3	2						2	1		1
Machinist's.....							9	8		9		8	
Painter's.....							3	3		3		3	
Pipefitter's.....							1	1		1		1	
Plumber's.....							20	6		20		6	
Scientific, under.....			396	299						347	49	263	36
Sheet metal worker's.....							5	4		5		4	
Skilled (laundry).....							232	121		39	193	32	89
Steamfitter's.....							9	7		9		7	
Stock tracer's.....					7	3				7		3	
Herdsmen.....							22	7		22		7	
Horticulturist:													
Assistant.....	7	1								7		1	
Junior.....	20	2								19	1	2	
Principal.....	10	3								10		3	
Senior.....	14	7								14		7	
Husbandman:													
Animal, junior.....	64	44								64		44	
Poultry, associate.....	19	2								19		2	
Poultry, junior.....	14	8								14		8	
Hygienist, dental.....			16	10						6	10	2	8
Information:													
Agricultural, assistant in.....					1	1					1		1
Engineering, assistant in.....					13	4				9	4	3	1

TABLE 1.—Showing, by kinds of examinations and sex, the number of persons examined and the number that passed during the year ended June 30, 1929—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Inspector:												
(Aircraft) assistant							150	28	150			28
(Aircraft) senior							31	9	31			9
Airplane, junior							1	1	1			1
(Antinearcotic act)					285	84			285			84
(Boilers)							64	19	64			19
(Clothing)							12	11	11	1		11
(Construction)	53	38							53			38
(Construction) assistant	111	79							111			79
(Construction) junior	11	5							11			5
(Construction) senior	1	1							1			1
Customs patrol					176	48			176			48
Electrical, assistant							9	3	9			3
Field office (and associate)					23	12			23			12
(Hull material) assistant							32	24	32			24
(Hulls)							56	9	56			9
Immigrant					8	4			8			4
Immigration-patrol					2,550	706			2,550			706
Lay, assistant			4	1					4			1
Plant quarantine, associate	27	8							26	1		8
Radio, assistant	86	32							86			32
Sanitary, assistant	1	1							1			1
Sanitary, junior	39	16							39			16
Ship, assistant							15	9	15			9
(Ship construction) senior	13	9							13			9
(Ship construction, hulls) senior	14	12							14			12
Surveillance, junior							25	18	25			18
(Textiles)							24	15	23	1		14
Inspector and superintendent, engineering, chief			45	14					45			14
Instructor:												
(Airplane mechanics)			8	2					8			2
Assistant			13	4					13			4
(Mechanical drafting)			6	2					6			2
(Photography)			6	2					6			2
(Radio engineering)			6	2					6			2

Instructor-foreman			361	97				361		97	
Instructor-machinist			3					3			
Instrument maker			9	5				9		5	
Principal			9	8				9		8	
Senior			3	1				3		1	
Instrument man			24	20				24		20	
Investigator, prohibition, senior					87	47		87		47	
Janitor						150	49	150		49	
Janitor (Spanish)						10	3	10		3	
Janitor-custodian						11	6	11		6	
Keeper:											
Airways, assistant						80	43	80		43	
Assistant						33	13	33		13	
Laboratorian, engineering			2					2			
Laborer:											
(Postal Service)						6,037	4,216	6,037		4,216	
Skilled						60	47	60		47	
Laborer-janitor:											
Junior						1,199	971	1,199		971	
Senior						2	2	2		2	
Laundress						51	19		51		19
Laundry worker						7	6	4	3	3	3
Leader, band						80	63	79	1	63	
Leader and instructor, orchestra or band			1					1			
Leadingman-quarterman						40	27	40		27	
Levelman			4	3				4		3	
Librarian:											
Associate	29	9						11	18	4	5
Hospital	69	32						1	68	1	31
Junior	48	15						2	46		15
Lineman						1	1	1		1	
Lithographer:											
Artistic			2	2				2		2	
Artistic, chief			13	11				13		11	
Artistic, senior			2					2			
Mechanical, minor apprentice			27	15				27		15	
Machinist						21	20	21		20	
Motor						3	3	3		3	
Principal						7	7	7		7	
Machinist-engineer						7	4	7		4	
Mason						2	1	2		1	
Mate						19	19	19		19	
Mathematician, junior	4	3						4		3	
Matron						161	115		161		115
Meat cutter						15	13	15		13	
Mechanic:											
Aeronautical						17	1	17		1	
Aeronautical, junior						17	4	17		4	
Airplane						31	20	31		20	
Airplane engine						19	6	19		6	
Automobile						10	9	10		9	
Automobile, general						56	36	56		36	

TABLE 1.—Showing, by kinds of examinations and sex, the number of persons examined and the number that passed during the year ended June 30, 1929—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Mechanic—Continued.												
General							38	20	38		20	
General (and skilled laborer)							9	5	9		5	
Laboratory, assistant			2	2					2		2	
Laboratory, principal			1	1					1		1	
Laboratory, under			3	3					3		3	
Marine motor							28	8	28		8	
Radio							11	6	11		6	
Mechanician:												
Airway							57	13	57		13	
Elevator							1		1			
Traveling							3		3			
Medical adviser	14	2							14		2	
Assistant	10	9							10		9	
Medical officer	71	65							71		65	
Assistant	63	60							57	6	54	
Associate	201	183							195	6	177	
Junior	74	68							68	6	64	
Senior	1								1			
Messenger, junior (and assistant)							937	752	933	4	750	
Messenger boy and girl							964	710	820	144	597	113
Messenger and skilled laborer							457	307	436	21	294	13
Metallurgist:												
Junior	27	17							27		17	
Physical, senior	11	3							11		3	
Meteorologist, junior	34	13							32	2	13	
Microanalyst, senior	16	3							16		3	
Miner							41	36	41		36	
Molder, master							7	2	7		2	
Mycologist, junior	5	4							4	1	3	
Naturalist, park	9	3							9		3	
Nautical assistant			28	9					28		9	

Negative cutter.....			1						1			
Assistant.....			2						2			
Junior.....			1	1					1			
Senior.....			5	4					5	4		
Nematologist, junior.....	10	6							6	4	3	3
Nurse:												
Assistant chief.....			1	1						1		1
Graduate.....			972	775					22	950	7	768
Head.....			9	1						9		1
Trained.....			34	26					5	29	4	22
Observer in meteorology:												
Junior.....			575	138					570	5	137	1
Minor.....			141	121					135	6	115	6
Under.....			7	6					7		6	
Oiler, marine.....							8	7	8		7	
Operative:												
Sawmill.....							1	1	1		1	
(Secret service).....					1,034				1,034			
Operator:												
Addressograph.....				61	43				33	28	24	19
Addressograph (and repairman).....				1	1				1		1	
Blue print, junior (and under).....				27	16				26	1	16	
Blue print and photostat, under.....				3	2				2	1	1	1
Calculating machine.....				2	1				1	1		1
Calculating machine, junior.....				14	9				8	6	5	4
Card punch, under.....				4	3				4		3	
Crane.....							7	6	7		6	
Ditchcleaner.....							1	1	1		1	
Dragline.....							4	4	4		4	
Dragline, junior.....							10	6	10		6	
Duplicating machine (and stencil cutter).....				2	2				2		2	
Flat-bed bookkeeping machine.....				4	2					4		2
Gas locomotive.....							8	4	8		4	
Graphotype.....				41	37				4	37	4	33
Laundry.....							11	11	1	10	1	10
Mimeograph.....				119	92				88	31	72	20
Multigraph.....				5	5				5		5	
Multigraph, junior (and under).....				68	51				46	22	33	18
Multigraph, under.....				9	4				7	2	3	1
Photostat, junior (and under).....				19	7				18	1	7	
Photostat and blue print, junior.....				7	2				7		2	
Powerhouse, junior.....							2	2	2		2	
Power sewing machine.....							3	2		3		2
Radio.....				345	243				345		243	
Radio, senior.....				7	5				7		5	
Radio telegraph.....				1	1				1		1	
Refrigerator, third class.....							2		2		2	
Sewage plant.....							4	1	4		1	
Sewage disposal.....							1	1	1		1	
Tabulating machine, senior.....				59	22				14	45	6	16
Telegraph.....				6	4				6		4	
Telephone.....				73	20				9	64		20

TABLE 1.—Showing, by kinds of examinations and sex, the number of persons examined and the number that passed during the year ended June 30, 1929—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Operator—Continued.					1,026	555						
Telephone, junior									38	988	16	539
Tractor							1	1	1		1	
Water and filter plant, chief							2	1	2		1	
Painter							70	45	70		45	
Pathologist	10	5							10		5	
Assistant	53	38							48	5	34	4
Junior	30	18							28	2	16	2
Personnel research, assistant in					373	102			191	182	43	59
Pharmacologist, junior	5	2							4	1	1	1
Photographer (and assistant)					1	1			1		1	
Physical director:												
Junior			2						2			
Senior			22	6					22		6	
Physical education, girls' director of			44	32						44		32
Physician	49	20							49		20	
Associate	34	24							34		24	
Physicist	1								1			
Assistant	32	18							30	2	16	2
Associate	25	14							24	1	13	1
Junior	105	61							83	22	58	3
Senior	3	3							3		3	
Physiologist	5	2							5		2	
Assistant	7	2							6	1	2	
Associate	16	6							14	2	5	1
Junior	10	7							7	3	3	4
Physiologist and histologist	4								4			
Associate	6	2							5	1	2	
Pilot							8	6	8		6	
Plumber							72	54	72		54	
Plumber-steamfitter							6	3	6		3	
Policeman							374	63	374		63	
Policeman-shipkeeper							28	14	28		14	

Policewoman						41	5		41		5
Pomologist:											
Associate	5	2						4	1	2	
Junior	32	9						32		9	
Postmaster:											
Assistant					19	11		19		11	
Fourth-class					3,069	1,762		1,721	1,348	933	829
Press feeder							1	1	1	1	
Pressman, printing							189	122	189	122	
Principal of normal training department	42	8						26	16	2	6
Printer							646	505	614	32	496
Private, fire department							374	84	374		84
Probation officer					23	9		17	6	7	2
Prohibition, assistant commissioner of					7	3		7		3	
Ranger:											
Forest			620	129					620		129
Park			118	38					117	1	38
Reservation, junior			78	43					78		43
Range rider, head			1	1					1		1
Recorder:											
(Surveys)					1	1		1		1	
(Water records)					4	4		4		4	
Repairman:											
Radiator							3	3			
Telephone							28	13	28		13
Reviewer, technical					15	3		13	2	2	1
Rodman							14	13	14		13
Rodman and chainman							376	358	376		358
Rural carrier					9,035	4,871		8,875	160	4,767	104
Sampler, milk, assistant			3	1				3		1	
Scaler, timber			122	57				122		57	
Scientist:											
Assistant (and computer)	6	1						5	1	1	
Junior	8	4						8		4	
Seamstress							3	3		3	3
Sheet metal worker							7	7		7	
Skilled employee							18	14		6	5
Silviculturist	8	5									
Assistant	29	23						29		23	
Associate	11	9						11		9	
Senior	2	1						2		1	
Social worker			53	8				14	39		8
Junior			87	19				21	66		19
Soil surveyor, junior	42	10						42		10	
Specialist:											
(Cotton classing)					57	41		57		41	
(Cotton classing) associate					77	54		77		54	
(Cotton classing) senior					21	8		21		8	
Gas-mask filter, assistant	1	1						1		1	
Gas-mask filter, associate	1	1						1		1	
Hide, assistant	7	2						7		2	
Hide, associate	12	4						12		4	
(Home management) extension	19	2						1	18		2

TABLE 1.—Showing, by kinds of examinations and sex, the number of persons examined and the number that passed during the year ended June 30, 1929—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Specialist—Continued.												
Land-clearing, associate	36	2							36		2	
Marketing	20	1							20		1	
Marketing, assistant					233	83			233		83	
Marketing, associate	40	15							39	1	15	
Marketing, junior	360	99							357	3	98	1
Market-milk, assistant	57	9							57		9	
Statistician:												
Assistant	6	3							2	4		3
Associate	9	6							7	2	4	2
Stenographer:												
Junior					10, 109	3, 856			1, 155	8, 954	337	3, 519
Senior					2, 249	547			314	1, 935	79	468
Stenographer-typist					2, 198	1, 064			467	1, 731	125	939
Stockman					186	25			186		25	
(Technical stores)					34	13			34		13	
Stockman-checker					175	37			175		37	
Storekeeper					310	57			309	1	57	
(Deck)					14	4			14		4	
(Engine)					7	1			7		1	
Military					1	1			1		1	
(Miscellaneous)					16	5			16		5	
(Reclamation)					1	1			1		1	
(Steward's department)					18	5			18		5	
Storekeeper-gauger					432	200			432		200	
Storeman					110	64			110		64	
Subclerical positions							491	368	458	33	336	32
Subforeman							3	3	3		3	
Superintendent:												
(Brick plant)							2		2			
(Construction)	7	3							7		3	
(Laundry)							17	8	17		8	

Supervisor:					15	15			15		15	
Commodity, junior												
(Grain inspection) junior			241	139					241		139	
(Landscape gardening)			87	59					85	2	59	
Stock					3	1			3		1	
Surveyor			12	5					12		5	
Swineherdsman							11	3	11		3	
Teacher			467	337					170	297	127	210
(Agriculture)	22	18							22		18	
(Home economics)			78	50						78		50
Music			1							1		
Technician:												
Medical			6	4					2	4	1	3
Medical, assistant			3	2						3		2
Medical (bacteriology)			24	13					12	12	7	6
Medical (roentgenology)			12	7					12		7	
Medical, senior			6	6					5	1	5	1
Medical, senior (bacteriology)			14	8					6	8	2	6
Medical, senior (histology)			1	1						1		1
Medical, senior (roentgenology)			4	1					2	2		1
Technologist:												
Cotton, assistant	11	2							10	1	1	1
Cotton, associate	9	2							7	2		2
Junior	38	21							38		21	
Social, assistant	15	7							15		7	
Social, associate	25	15							25		15	
Sugar, assistant	15	10							15		10	
Textile, associate	2	2							2		2	
Textile, junior	13	7							12	1	6	1
Third-grade positions							168	117	168		117	
Timekeeper					1	1			1		1	
Tinsmith							6	5	6		5	
Toxicologist	4	1							4		1	
Assistant	6	2							6		2	
Associate	6	5							6		5	
Senior	11	3							9	2	2	1
Trade commissioner					1	1			1		1	
Trainmaster					2	2			2		2	
Transcriber, dictating machine					138	90			12	126	3	87
Transferer, lithographic			1						1			
Translator					1	1			1		1	
Senior					34	1			30	4	1	
Typist:												
Junior					7,926	4,444			1,663	6,263	805	3,639
Senior					2,442	747			556	1,886	129	618
Verifier, opener and packer							314	115	314		115	
Veterinarian, junior	46	45							46		45	
Village carrier					9	4			9		4	
Warder							62	52		62		52
Warehouseman							206	56	205	1	56	

TABLE 1.—Showing, by kinds of examinations and sex, the number of persons examined and the number that passed during the year ended June 30, 1929—Continued

Examination	Totals (by groups)								Examined		Passed	
	Professional		Subprofessional		Clerical and general business		Custodial, labor and mechanical					
	Examined	Passed	Examined	Passed	Examined	Passed	Examined	Passed	Male	Female	Male	Female
FOR ENTRANCE—continued												
Watchmaker							13	6	12	1	5	1
Welder, acetylene, airplane							2	2	2		2	
Wire worker, airplane							5	2	5		2	
Writer, agricultural					20	8			17	3	8	
Zoologist:												
Assistant	11	5							9	2	4	1
Associate	17	6							15	2	5	1
Junior	15	5							9	6	3	2
Miscellaneous:												
Air Service							362	251	362		251	
Army Transport Service							84	54	79	5	52	2
Chemical Warfare Service							308	199	298	10	183	16
Civil-service districts							14,366	9,384	13,983	383	9,121	263
Custodian Service							571	422	571		422	
Engineer department							8,074	6,462	8,072	2	6,461	1
Forest Service							24	15	24		15	
Freedmen's Hospital							45	9	28	17	3	6
Immigration Service							24	14	24		14	
Indian irrigation service							25	23	25		23	
Indian Service							176	68	176		68	
Department of Justice							5	4	5		4	
Lighthouse Service							712	614	712		614	
Marine Corps							414	286	206	208	130	156
Motor-vehicle service							438	227	438		227	
Naval air service							394	300	394		300	
Navy yards							16,493	13,394	16,346	147	13,277	117
Ordnance Department							2,028	1,661	1,635	393	1,356	395
Post-office Department							397	188	397		188	
Public Health Service							12	6	12		6	
Quartermaster service							3,291	1,889	2,426	865	1,412	477
Reclamation Service							139	106	139		106	
St. Elizabeths Hospital							938	654	707	231	447	207

Veterans' Bureau.....							675	435	674	1	434	1
Weather Bureau.....							6	3	6		3	
Total for entrance, classified service.....	9,404	4,549	8,742	4,748	145,261	61,012	74,602	51,826	199,700	38,309	103,708	18,427
For promotion, transfer, and reinstatement.....									4,406	1,095	3,099	492
Total for classified service.....									204,106	39,404	106,807	18,919
EXAMINATIONS FOR UNCLASSIFIED POSITIONS												
Designation to Military and Naval Academies.....									2,021			
District of Columbia: (Dental operator).....									17			
Entrance to Naval Academy.....									2,069			
Foreign Service, Department of State.....									282			
Philippine service:												
Pensionado.....									22			
Teacher.....									184	168	139	148
Postmaster:												
First and second classes.....									1,576			
Third class.....									2,427			
Unskilled laborer.....									8,311	1,438	5,931	1,271
Total for unclassified positions.....									16,909	1,606		
Aggregate.....									221,015	41,010		

TABLE 2.—Showing for the fiscal year ended June 30, 1929, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments in Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed

[The figure following each examination title shows in which of the following groups the examination falls: (1) Nonassembled educational examinations; (2) assembled examinations; (3) nonassembled examinations (applicants rated on physical ability and experience only, but a definite amount of education, usually six or eight grades of common school, a prerequisite requirement); (4) nonassembled noneducational examinations. Per diem salaries have been converted to a per annum basis of 313 days to the year]

Examination	Number appointed														Entrance salary (per annum)		
	Total (by groups)				Departmental						Field						
	Professional and scientific	Subprofessional	Clerical and general business	Custodial	Preference		Civilian		Total		Preference		Civilian			Total	
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Male	Female
Abstractor. (See Title abstractor.)																	
Accountant and auditor, assistant (1)			1										1		1	\$2, 600	
Accountant and auditor, assistant chief (1)			2		1				1				1		1	3, 800-4, 600	
Accountant and auditor, associate (1)			1										1		1	2, 600	
Accountant, cost, junior (2)			2								1		1		2	1, 620-2, 100	
Administrator. (See Prohibition administrator.)																	
Adviser. (See Medical adviser.)																	
Agent. (See Antinarcotic act; Commercial agent; Intelligence Unit; Prohibition investigator.)																	
Agriculture, director of (1)	9										7		2		9	1, 860-2, 900	
Agronomist, assistant (1)	6				1				1		3		2		5	2, 400-2, 700	
Agronomist, associate (1)	2										2				2	3, 200	
Agronomist, junior (2)	5										2		3		5	2, 000-2, 300	
Aide. (See Assayer; Engineering; Laboratory; Occupational therapy; Park naturalist; Physiotherapy; Plant quarantine; Scientific; Transportation and refrigeration.)																	
Airplane:																	
Assembler (4)				3							2		1		3	1, 740-1, 860	
Doper (4)				3							3				3	1, 800	
Engine tester (4)				1							1				1	2, 040	
Fabric worker (4)				3							3		5		8	1, 200-1, 800	
Instrument repairman (4)				2							1		1		2	1, 800	
Maintenance man (4)				1							1		1		1	1, 440	
Painter (4)				1							1				1	1, 800	

Subassembler (4).....				1						1				1		1,740
Wire worker (4).....				2						1				2		1,500
Woodworker (4).....				3										3		1,500-2,040
Antinarcotic act, agent (1).....			8							5				3		2,100-2,400
Antinarcotic inspector (1).....			12							9				3		2,100-2,300
Appraiser, land (1).....	1									1				1		3,800
Appraiser, land, assistant (1).....	1									1				1		2,600
Apprentice:																
Artistic lithographer (negative cutter),																
minor (2).....		3					3		3							1,020
Draftsman (1).....		14		1			1	2	2				8		10	1,020-1,320
Fish culturist (2).....		21								1			20		21	1,020-1,260
Government Printing Office (2).....				50	6		44		50							826-1,002
Laboratory, minor (2).....		15					15		15							1,020
Laboratory, under (2).....		8					7		7				1		1	1,020-1,260
Mechanical lithographer, minor (2).....		9					7		7				2		2	1,020
Mechanical trades (2).....				4					7				4		4	1,002
Ordnance Department at Large (2).....				4									4		4	601-676
Architect (1).....	3					1			2		1			1		3,200-3,800
Architect, assistant (1).....	34					16		17	33				1	1		2,600
Architect, associate (1).....	20					4		10	14		3		3		6	2,600-3,200
Architect, landscape (1).....	1							1	1							4,600
Architect, landscape, assistant (1).....	1			1					1							2,600
Architect, landscape, junior (2).....	1												1		1	2,000
Architect, naval, associate (1).....	1							1	1							2,600
Architect, naval and marine engineer (1).....	1									1				1		2,880
Army transport, fourth officer (1).....			3								1		2		3	1,950
Army transport, third officer (1).....			1								1				1	1,950
Artist, botanical (1).....	1						1		1							3,200
Artist, commercial (1).....		3		1		1		1	2	1						1,800
Assayer, junior (2).....		1									1					1,920
Assayer's aide, senior (2).....		1											1		1	2,191
Assistant. (See Druggist; Engineering information; Forest station; Library; Management; Nautical; Personnel; Physiotherapy; Procurement planning; Surgeon.)																
Astronomer, junior (2).....	4						3	1	3	1						1,800-2,000
Attendant. (See Hospital; Laboratory.)																
Attorney (2).....	8										2		6		8	3,700-5,200
Attorney, assistant (2).....	8										4		4		8	2,600-3,100
Attorney, associate (2).....	13										13				13	2,600-3,700
Attorney, junior (2).....	4										3		1		4	2,000-2,500
Attorney, senior (1).....	16						1		1		5		10		15	2,900-6,000
Auditor, junior (2).....		7									2		5		7	1,800-2,400
Auditor, transportation rate and traffic (freight), senior (1).....			1										1		1	2,717
Awning maker (4).....				2	2					2						2,600
Bacteriologist, assistant (1).....	2							2		2						3,200
Bacteriologist, dairying, associate (1).....	2				2					2						2,600
Bacteriologist, food products, associate (1).....	1												1		1	2,000
Bacteriologist, food products, junior (2).....	3						1		1				2		2	2,600
Bacteriologist, hides and leather, associate (1).....	1				1				1	1						3,200

TABLE 2.—Showing for the fiscal year ended June 30, 1929, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments in Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed—Continued

Examination	Number appointed														Entrance salary (per annum)		
	Total (by groups)				Departmental						Field						
	Professional and scientific	Subprofessional	Clerical and general business	Custodial	Preference		Civilian		Total		Preference		Civilian			Total	
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Male	Female
Bacteriologist, medical, associate (1)	1													1		1	\$3, 600
Barge captain (2)				2								2				2	1, 790
Bindery operative (machine operations) (2)				14				14		14							1, 377
Biologist, aquatic, assistant (1)	1										1					1	2, 600
Biologist, aquatic, junior (2)	2												1	1		1	2, 000
Biologist (botanical investigations), assistant (1)	2						1		1		1					1	2, 000-2, 600
Biologist (economic ornithology), junior (2)	3						2		2							1	2, 000
Biologist (rodent control), junior (2)	2										1		1			2	2, 000
Blacksmith (4)				39							7		32		39		1, 315-2, 200
Blacksmith and horseshoer (4)				1									1		1		1, 920
Blueprinter draftsman, junior (2)		1											1		1		1, 440
Boilermaker (4)				13							3		10		13		1, 578-2, 003
Bookbinder (1)				12	2		10		12								2, 504-2, 629
Bookkeeper (2)			5										4	1	4	1	1, 223-1, 800
Bookkeeper, assistant (2)			2										2		2		1, 440-1, 700
Bookkeeper, junior (2)			1										1			1	1, 620
Bookkeeper, senior (2)			7		1				1		3		2	1	5	1	1, 512-2, 000
Bookkeeper-typist (2)			2								1		1		2		1, 440-1, 800
Botanist, associate (2)	1										1				1		3, 200
Botanist, junior (2)	5						2	1	2	1			2			2	2, 000
Botanist, seed, junior (2)	1						1		1								2, 000
Brick plant superintendent (4)				1							1					1	3, 000
Bricklayer (4)				1									1		1		1, 680
Builder, automobile body (4)				3							2				3		1, 800-1, 860
Building repairs, assistant superintendent (1)		1											1		1		2, 400
Butcher (4)				1									1		1		1, 440
Captain. (See Barge captain.)																	
Cabinetmaker (4)				2	1				1		1					1	1, 680-1, 860
Carpenter (4)				289							71		218		289		1, 140-3, 130
Chauffeur (4)				82	4		1		5		30		47		77		960-1, 740

Chauffeur-fireman (4).....			2						1		1		2		1,260
Chemist, assistant (1).....	31		2				9		6		16		22		2,000-2,700
Chemist, associate (1).....	7		1			7			1		3		4		2,717-3,700
Chemist, junior (2).....	73		4		15	2	19	2	8		43	1	51		1,860-2,322
Chemist, organic, explosives (1).....	2								1		1		2		3,800
Chemist, physical (qualified in ferrous metal-lurgy) (1).....	1										1		1		3,200
Chemist, physical (X ray), associate (1).....	1						1								3,200
Chemist, senior (1).....	2				1						1		1		4,600
Chemist, textile, assistant (1).....	1					1		1							2,600
Chemistry and Soils, chief of bureau (1).....	1										1		1		6,500
Chief. (See Ethnology; Chemistry and Soils; Dairy Industry; Plant Quarantine and Control Administration; Press Service.)															
Classifier, fingerprint, assistant (2).....		8	2		5		7				1		1		1,620
Classifier, fingerprint, student (2).....		3	1		2		3								1,440
Classifier, naval stores, assistant (1).....	1										1		1		2,600
Clerk:															
Editorial (2).....		3	1		2		3								1,800
Editorial, assistant (2).....		1			1		1								1,440
Editorial, principal (2).....		1			1		1								2,000
File (2).....	27								5		11	11	16	11	1,140-1,500
File, junior (2).....	40		12		12	12	24	12	1		3	1	3		1,260-1,440
File, under (2).....	66		3	2	38	17	41	19			4	1	5	1	1,260
Finance and allotment (2).....	1								1				1		1,800
Forest and field (2).....	1								3		4	2	7	2	1,440-1,800
Forest and field, senior (2).....	9								3		2	1	6	1	1,440-1,800
General (first grade) (2).....	467					1		1	4		2	62	401	65	263-2,500
Minor (2).....	12								110	3	291	10	11	1	1,140-1,260
Passenger transportation rate and traffic (2).....	1				1		1		1		10	1	11	1	2,000
Personnel, senior (2).....	2								1			1	1	1	2,000-2,300
Postal (2).....	4										2	2	2	2	2,076
Railway postal (2).....	755								307		448		755		1,850
Receiving (2).....	1										1		1		1,800
Record (penal and correctional institutions) (2).....	4								4				4		2,300
Statistical (2).....	1					1		1							1,440
Statistical (aeronautics) (2).....	1		1				1								1,440
Statistical, assistant (2).....	23		2		3	10	5	10			3	5	3	5	1,440-1,620
Stock record (2).....	1								1				1		1,260
Telephone (2).....	1			1				1							1,440
Telephone, and typist (2).....	1														1,620
Clerk-carrier (2).....	10,921								2,687	6	8,037	191	10,724	197	1,700
Clerk-embalmer (2).....	2								2				2		1,950-2,040
Clerk-typist, under (2).....	27		4		14	8	18	8				1		1	1,260
Commercial agent, associate (2).....	8		1		6		7				1		1		2,000
Commercial agent, junior (2).....	2		2				2								1,620
Commodity supervisor, junior (2).....	8								2		6		8		1,440-1,560
Commodity supervisor, senior (2).....	3								2		1		3		1,440-1,800
Computer (2).....	5								1		4		5		2,000
Computer, assistant (2).....	2										2		2		1,440
Construction foreman (1).....	4								2		2		4		2,200-2,700

TABLE 2.—Showing for the fiscal year ended June 30, 1929, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments in Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed—Continued

Examination	Number appointed														Entrance salary (per annum)		
	Total (by groups)				Departmental						Field						
	Professional and scientific	Subprofessional	Clerical and general business	Custodial	Preference		Civilian		Total		Preference		Civilian			Total	
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Male	Female
Construction superintendent (1)			1								1				1	\$3, 200	
Copy puller (2)				51					51								1, 080
Cotton classing specialist (1)			1										1		1		4, 600
Cotton classing specialist, associate (1)			1		1				1								3, 200
Cotton classing specialist, senior (1)			2										2		2		4, 600
Custodian-engineerman, assistant (4)				1									1		1		2, 400
Cytologist (1)	1												1		1		3, 700
Dairy Industry, chief of bureau (1)	1						1		1								8, 000
Dairyman (2)				12							4		8		12		1, 560
Dairyman, head (2)		1										1		1		1	1, 620
Deckhand (4)				5							5				5		1, 320-1, 560
Dentist, associate (1)	2										2				2		3, 000
Designer, tool (1)	1										1				1		1, 920
Dietitian (1)		35												35		35	1, 680-1, 920
Dietitian, assistant (1)		1												1		1	1, 800
Director. (See Agriculture; Physical director; Physical education.)																	
Draftsman:																	
Aeronautical (design) (1)		1											1		1		2, 520
Aeronautical (detail) (1)		16											16		16		1, 819
Aeronautical, senior (1)		6									3		3		6		2, 400-2, 500
Architectural (1)		10											8	2	8	2	1, 440-2, 100
Architectural, principal (1)		7			1				1		1		5		6		2, 000-3, 500
Architectural, senior (1)		15			1		4		5		1		9		10		2, 000-2, 600
Architectural and structural steel, principal (1)		2			1				1				1		1		1, 800-2, 400
Copyist (1)		39									1		38		39		1, 260-1, 578
Electrical (design) (1)		2									1		1		2		2, 520
Electrical (detail) (1)		1									1		1		1		1, 819
Electrical engineering, senior (1)		1									1				1		2, 500

Electrical, junior (1)	2				2		2											1,440
Electrical, senior (1)	3												3					1,860-2,000
Engineering (1)	1									1			1					1,800
Engineering, assistant (1)	1												1					1,620
Engineering (design) (1)	2												2					2,520
Engineering, junior (1)	1												1					1,440
Engineering, principal (1)	5											3	2			5		1,860-2,300
Engineering, senior (1)	10											4	6			10		1,800-2,300
Engineering (ship) (1)	1					1		1										1,800
Engineering (ship), principal (1)	1												1					2,000
Illustrative, chief (1)	1					1		1										2,000
Marine electrical, design (1)	1									1						1		2,520
Marine engine and boiler (design) (1)	5									1			4			5		2,520-3,024
Marine engine and boiler (detail) (1)	1												1			1		1,950
Mechanical (1)	16		2		1		3		2				11			13		1,620-2,200
Mechanical, assistant (1)	5												5			5		1,260-1,740
Mechanical, chief (1)	8									4			4			8		2,600-3,100
Mechanical (design) (1)	5									1			4			5		2,520-2,651
Mechanical (detail) (1)	5												5			5		1,600-2,100
Mechanical, junior (1)	11												11			11		1,440-1,620
Mechanical, principal (1)	7									2			5			7		2,300-2,500
Mechanical, senior (1)	11									2			9			11		1,860-2,400
Mechanical for ship work (design) (1)	1												1			1		2,651
Ordnance (design) (1)	1												1			1		2,520
Ordnance (detail) (1)	3												3			3		1,819-1,950
Radio (detail) (1)	1												1			1		1,819
Ship (design) (1)	8									3			5			8		2,520
Ship (detail) (1)	7									2			5			7		1,819-2,388
Ship piping (design) (1)	2									1			1			2		2,520
Structural (1)	1				1		1											1,800
Structural, assistant (1)	2				2		2											1,440
Structural, chief (1)	1												1			1		2,500
Structural engineering, principal (1)	1												1			1		3,375
Structural engineering, senior (1)	2												2			2		2,520-2,600
Structural, principal (1)	3									1			3			3		2,300-2,400
Structural, senior (1)	3												3			3		2,300-2,520
Topographic (1)	11		2		2		4		2				5			7		1,020-2,000
Topographic, assistant (1)	11				3		2	3	2				5			6		1,440-1,620
Topographic, junior (1)	16		2		5		2	7	2				6			7		1,440-1,620
Topographic, principal (1)	7									2			5			7		2,000-2,600
Topographic, senior (1)	14		1				1			5			8			13		1,820-2,500
Topographic and subsurface (design) (1)	1									1						1		2,520
Draftsman and instrumentman (1)	1												1			1		2,100
Draftsman-photographer (1)	1												1			1		1,620
Driver, motor truck (4)					2		2						17			20		1,277-1,560
Driver-mechanic (4)	2		312						113				199			312		1,020-1,600
Druggist (2)	2								1				1			2		1,200-2,000
Druggist's assistant (2)	1												1			1		1,260
Economist, agricultural (1)	8				3				2				1			3		3,800-4,600
Economist, agricultural, assistant (1)	5						3		3				1			2		2,600
Economist, agricultural, associate (1)	10				2		7		9				1			1		3,000-3,200

¹ Part-time.

TABLE 2.—Showing for the fiscal year ended June 30, 1929, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments in Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed—Continued

Examination	Number appointed														Entrance salary (per annum)		
	Total (by groups)				Departmental						Field						
	Professional and scientific	Subprofessional	Clerical and general business	Custodial	Preference		Civilian		Total		Preference		Civilian			Total	
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Male	Female
Economist, agricultural, junior (2)	14						4		4		1		9		10		\$2,000
Economist, agricultural, principal (1)	1						1		1								5,600
Economist, agricultural, senior (1)	3				1		2		3								4,600
Economist, financial (1)	1							1		1							4,600
Economist, industrial, associate (1)	1						1			1							3,200
Economist, mineral, assistant (1)	2				2				2								2,600
Economist, social (1)	1							1		1							4,600
Economist, social, associate (1)	2													2		2	3,200-3,600
Economist, social, junior (2)	8													8		8	1,860
Economist, taxation (1)	1										1				1		4,000
Economist, taxation, associate (1)	1						1		1								3,200
Editor, agricultural (1)			1		1				1								3,200
Editor (technical reviewer) (2)			1										1				3,200
Educationist, associate (1)	1						1		1						1		3,800
Educationist (kindergarten and primary), junior (2)	1							1		1							3,200
Educationist (rural education) (1)	1																2,000
Educationist (teacher training) (1)	2												2		2		4,600
Electrician (4)				59	2				2		26		31		57		1,320-2,504
Electrician, experimental (4)				1									1		1		1,800
Electrician, radio (4)				2							1		1		2		1,440
Elevator conductor (2)				88			26		26		22		40		62		960-1,377
Employee, skilled (2)				1									1		1		1,140
Engineer:																	
Aeronautical, assistant (1)	3										1		2		3		2,607-2,870
Aeronautical, associate (1)	1												1		1		3,200
Aeronautical, junior (2)	28												28		28		2,000-2,028
Agricultural, assistant (1)	3				1				1		1		1		2		2,600
Agricultural, associate (1)	2										1		1		2		3,200
Agricultural, junior (2)	2										1		1		2		2,000

Appraisal (1)	1				1			1									3,800
Appraisal, associate (1)	1				1			1									3,200
Architectural, assistant (1)	4																2,354-2,600
Architectural, associate (1)	2				1		1	2		3				3			3,200
Army transport, first assistant (1)			1							1				1			2,280
Army transport, third assistant (1)			3							1		2		3			1,950-2,250
Army transport, fourth assistant (1)			3							1		2		3			1,950-2,010
Automotive, associate (1)	1				1			1									3,200
Cartographic, junior (1)	2				1			2									2,000
Chemical (1)	1				1		1			1				1			3,800
Chemical, assistant (1)	2											2		2			2,600-3,000
Chemical, associate (1)	1											1		1			2,800
Chemical, junior (2)	4											1		1			2,000
Civil, assistant (1)	46				2		3	5		23		18		41			1,354-3,000
Civil, associate (1)	23				1		2	3		9		11		20			2,600-3,600
Civil, junior (2)	156						36	36		8		112		120			1,820-2,600
Construction, associate (1)	6									2		2		5			2,855-3,200
Electrical, assistant (1)	4				1			1		3		2		4			2,600-2,607
Electrical, associate (1)	2				1			1		2		2		1			3,200
Electrical, junior (2)	20				1		9	10		1		9		10			2,000-2,191
Fuel, associate (1)	1						1	1									3,200
Highway, assistant (1)	1									1				1			2,600
Highway bridge, associate (1)	6				2		1			3				3			3,200
Hydraulic, associate (1)	1							3		1				1			3,200
Hydroelectric (1)	1											1		1			5,200
Hydroelectric, associate (1)	3									2		2		2			2,600-3,400
Hydroelectric, principal (1)	2											2		2			6,000
Irrigation, assistant (1)	3									2		1		3			2,600-2,900
Kiln drying, assistant (1)	1											1		1			2,800
Mechanical, assistant (1)	8						2	2		3		3		6			2,600-2,800
Mechanical, associate (1)	3									1		2		3			3,200
Mechanical, junior (2)	33						2	2		2		29		31			1,740-2,300
Mining (1)	1						1	1									3,800
Mining, assistant (1)	2													2			2,600
Mining, associate (1)	7									3		4		7			3,200
Mining, junior (2)	1									3		1		1			2,000
Naval architecture and marine engineering, junior (2)	1											1		1			2,000
Ordnance (propellant), assistant (1)	1											1		1			2,600
Petroleum, assistant (1)	2						1	1				1		1			2,600
Radio, assistant (1)	6									5		1		6			2,000-2,607
Radio, associate (1)	3											3		3			3,000-3,200
Sanitation and plumbing, assistant (1)	1											1		1			2,900
Structural, assistant (1)	9				4		5	9									2,600
Structural, associate (1)	4						1	1		2		1		3			3,200
Structural steel and concrete, junior (1)	10				1		5	6				4		4			2,000
Valuation, associate (1)	1									1				1			3,200
Engineer and deck officer, junior (2)	28											28		28			1,620-2,000
Engineering aid (2)		4			1		2	3				1		1			1,500-1,800
Engineering aid, electrical, junior (2)		3										3		3			1,440-2,000
Engineering aid, field (2)		39								3		36		39			900-1,020
Engineering information, assistant in (1)			1					1		1							2,600

TABLE 2.—Showing for the fiscal year ended June 30, 1929, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments in Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed—Continued

Examination	Number appointed														Entrance salary (per annum)		
	Total (by groups)				Departmental						Field						
	Professional and scientific	Subprofessional	Clerical and general business	Custodial	Preference		Civilian		Total		Preference		Civilian			Total	
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Male	Female
Engraver, copperplate map, assistant (1)		1						1									\$1, 620
Engineman:																	
Marine (4)				3									3		3		1, 980
Marine gasoline (4)				22								9	13		22		1, 080-2, 100
Marine gasoline, assistant (4)				1									1		1		1, 740
Marine steam (4)				14								3	11		14		1, 740-2, 600
Marine steam, assistant (4)				3								1	2		3		1, 620-2, 100
Refrigeration, second class (4)				5								4	1		5		1, 440-2, 040
Refrigeration, third class (4)				8								3	5		8		1, 020-1, 860
Steam electric, chief (4)				3								2	1		3		2, 300-2, 600
Steam electric, first class (4)				2									2		2		1, 680-1, 860
Steam electric, second class (4)				20								9	11		20		1, 320-2, 100
Steam electric and ventilating, chief (4)				1								1			1		3, 200
Steam, third class (4)				20								12	8		20		1, 320-1, 680
Engraver, photo (1)		2			1		1		2								3, 000
Entomologist, assistant (1)	15											6		9		15	2, 600-2, 900
Entomologist, associate (1)	5											5				5	2, 600-3, 600
Entomologist, junior (3)	53											6		46	1	52	1, 860-2, 400
Estimator, cotton crop (1)	1													1		1	2, 600
Estimator, crop and livestock, assistant (1)	1											1				1	2, 600
Estimator, crop and livestock, junior (2)	2															2	2, 000
Ethnology, American, chief of bureau (1)	1						1		1					2		2	2, 000
Examiner:																	6, 500
Civil service, assistant (1)	3						3		3								2, 300-2, 600
Civil service, associate (1)	2											1		1		2	2, 600-2, 900
Civil service, junior (2)				4			1	2	1	2				1		1	1, 440-1, 620
Claims (2)				10			1		1			7		2		9	2, 400-2, 600
Formal cases, assistant (2)	5				3		1	1	4	1							1, 800-2, 600
Formal cases, associate (2)	4				3		1		4								2, 600-3, 200
Naturalization (law), junior (2)				5								5				5	2, 600

Patent, associate (1).....	2				2			2										3, 200
Patent, junior (2).....	110				13			97			110							1, 860-2, 000
Range, junior (2).....	8																	1, 800-2, 000
Transportation tariff (2).....			17		11			2			13			1		7	8	1, 800-2, 800
Warehouse, assistant (1).....			2											1		1	2	2, 600
Exterminator. (See Pest exterminator.)																		
Farm superintendent (1).....	3													1		2	3	2, 400-2, 600
Farmer (4).....				15										6		9	15	1, 560
Firefighter (4).....				13										10		3	13	1, 200-1, 500
Fireman, marine (4).....				28										16		3	28	1, 280-1, 860
Fireman, stationary (4).....				230	4			6			10			85		135	220	900-1, 860
Fireman helper (4).....				2										2		2	2	1, 320-1, 380
Fireman-laborer (4).....				3										2		1	3	1, 200-1, 260
Foodstuffs, purchasing supervisor (1).....			1		1						1							3, 200
Foreman. (See Construction; Garage; Mechanical trades; Metal shop; Poultry; Road; Water conservation.)																		
Forest station, assistant (4).....				1												1	1	1, 200
Forester, junior (2).....	47													5		42	47	1, 800-2, 100
Game protector, U. S. (2).....				1												1	1	2, 300
Garageman-driver (4).....				75										27		48	75	1, 550
Garage foreman (4).....				2										2			2	1, 500-1, 860
Gardener (2).....		1														1	1	1, 380
Gardener, head (2).....				4										1		3	4	1, 500-1, 620
Gas-mask filter specialist, associate (1).....	1															1	1	3, 200
Geologist, assistant (1).....	4													1		3	4	2, 400-2, 600
Geologist, junior (2).....	7															7	7	2, 000
Guard (2).....				235	30			4			34			157		44	201	1, 020-1, 860
Guard, forest (2).....				1												1	1	1, 680
Guard, penal and correctional institutions (2).....				72										61		11	72	1, 320-1, 860
Hay standards helper (2).....		1														1	1	1, 260
Helper. (See Fireman; Hay standards; Mechanical trades; Scientific; Stock tracer.)																		
Helper with experience (2).....				2										2			2	1, 740
Helper, general (4).....				1												1	1	1, 320
Hide specialist, associate (1).....	1							1			1							3, 200
Home economic specialist, assistant (1).....	3								3		3							2, 600
Home economic specialist, junior (2).....	6								1		1					5	5	1, 680-2, 000
Home management, extension specialist (1).....	1								1		1							4, 600
Horseshoer (4).....				2										1		1	2	1, 560-1, 800
Horticulturist, assistant (1).....	1															1	1	2, 400
Horticulturist, junior (2).....	2													1		1	2	2, 000
Horticulturist, principal (1).....	1							1			1							5, 600
Horticulturist, senior (1).....	1													1			1	4, 600
Hospital attendant (1).....		70												12	1	47	10	1, 260-1, 620
Housekeeper (1).....				1												1	1	1, 320
Husbandman, animal, assistant (1).....	1															1	1	2, 600
Husbandman, animal, junior (2).....	4															4	4	2, 000
Husbandman, poultry (Turkey investigations), association (1).....	1													1			1	3, 200
Husbandman, poultry, junior (2).....	1															1	1	2, 000
Hygienist, dental (1).....		5														5	5	1, 500

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Examination	Number appointed														Entrance salary (per annum)		
	Total (by groups)				Departmental						Field						
	Professional and scientific	Subprofessional	Clerical and general business	Custodial	Preference		Civilian		Total		Preference		Civilian			Total	
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Male	Female
Insect control, field supervisor (2).....				2									2		2		\$2,100-\$2,300
Inspector:																	
Of aircraft, assistant (1).....			9								4		5		9		1,620-2,204
Airplane and airplane engines (1).....				5							1		4		5		1,800-2,600
Antinarcotic act. (See Antinarcotic.).....																	
Of boilers, local and assistant (2).....				5							3		2		5		2,900
Building (1).....			1										1		1		2,400
Building, reinforced concrete (1).....			1										1		1		1,800
Of clothing (1).....			5								1		4		5		1,680
Of construction (1).....			9								6		3		9		2,100-2,640
Of construction, assistant (1).....			8								4		4		8		1,800-2,629
Of construction, dredging, assistant (1).....			4								2		2		4		2,354-2,529
Of construction, junior (1).....			3								1		2		3		1,828
Customs border (2).....				57							51		6		57		1,860
Of engineering material, assistant (1).....			3								1		2		3		2,191-2,504
Of hull material, assistant (1).....				1									1		1		2,329
Of hulls, local and assistant (2).....				6							3		3		6		2,900-3,200
Immigrant (2).....				129							107		22		129		2,100-2,900
Immigration patrol (2).....				222							163		59		222		1,800
Lay, assistant (2).....		55									17		38		55		1,500-1,620
Plant quarantine, associate (1).....	3										1		2		3		3,200-3,400
Prohibition, associate field office (1).....			1										1		1		3,700
Of radio, assistant (1) and (2).....			16								5		11		16		1,354-2,400
Of safety appliances (2).....			3								1		2		3		3,800
Sanitary, assistant (2).....				1									1		1		1,740
Sanitary, junior (2).....				12							3		9		12		1,080-1,680
Ship, assistant (1).....			2								2				2		2,078-2,204
Of ship construction, senior (1).....			1										1		1		2,855
Of shoes and leather (3).....			2								1		1		2		2,629-3,055
Surveillance, junior (1).....		3									1		2		3		1,120
Of textiles (1).....			4								1		3		4		2,000

Inspector-foreman, engineering, senior (1)	8								5		3		8		2,000
Inspector-superintendent, engineering, chief (1)	2								2				2		1,860-2,600
Instructor:															
Machinist (1)		1									1		1		2,200
Mechanical drafting (1)	1								1				1		2,100
Photography (1)		2							2				2		2,100-2,200
Radio engineering (2)	1								1				1		2,200
Shop subjects (1)		4							3		1		4		2,000-2,300
Instructor-foreman (1)		9							5		4		9		2,000-2,600
Instrument maker (1)		1									1		1		2,229
Instrument maker, aeronautical (1)		2							1		1		2		1,680-2,003
Instrument maker, principal (1)		3		1		2		3							2,000
Instrumentman (1)		5							1		4		5		1,800-2,300
Intelligence Unit, special agent (2)			6						5		1		6		2,400-3,400
Investigator. (See Prohibition.)															
Ironworker (4)			15						1		14		15		1,502-2,003
Irrigation (agriculture), scientific aid. (See Scientific aid.)															
Janitor (2)			1						1				1		1,740
Janitor with knowledge of Spanish (2)			1						1				1		1,320
Jeweler (4)		3							2		1		3		1,152-1,928
Keeper, airways, assistant (1)			17						9		8		17		1,200-1,320
Keeper and assistant keeper, lighthouse (4)			100						52		48		100		1,140-1,560
Keeper, assistant (Zoological Park) (4)			5	1		4		5							1,140-1,320
Labor foreman (4)			25						5		20		25		1,500-2,280
Laboratory aid (2)		2									2		2		1,260
Laboratory aid in animal husbandry (2)		2									2		2		1,800
Laboratory aid in animal husbandry, junior (2)		1									1		1		1,440
Laboratory aid and technical clerk (1)		1										1	1		1,560
Laboratory attendant (3)			6						3		3		6		1,260
Laborer, classified (2)			9						6		3		9		1,260
Laborer, Postal Service (2)			907						336		571		907		1,140-1,200
Laborer-fumigator (4)			2						1		1		2		1,320
Laborer-janitor, junior (4)			292						104		188		292		630-1,500
Laborer-janitor-senior (4)			4						2		2		4		1,140-1,320
Lampist (4)			1						1				1		1,380
Land-clearing specialist, associate (1)	1										1		1		3,200
Laundry workers:															
Foreman (4)			21						3		18		21		1,080-1,860
Laundress (4)			1								1		1		1,080
Laundry worker (4)			17						3		4	10	7	10	720-1,140
Skilled helper (4)			60						5		2	53	7	53	540-1,380
Leader. (See Predatory animal control; Orchestra and band.)															
Levelman (3)		1									1		1		1,620
Librarian, hospital (2)		7							1			6	1	6	1,500-1,800
Librarian, junior (2)	4				1	3	1	3							2,000
Library assistant (2)		7				5		5				2		2	1,440-1,800
Library assistant, junior (2)		9		1		6	1	6				2		2	1,200-1,620
Library assistant, minor (2)		3		1		1	1	2							1,260
Library assistant, under (2)		7			2	5	2	5							1,260-1,440
Lithographer, artistic, junior (1)		2									2		2		1,380-1,440

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	Total (by groups)				Departmental						Field						
	Professional and scientific	Subprofessional	Clerical and general business	Custodial	Preference		Civilian		Total		Preference		Civilian		Total		
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		Female
Lithographer, mechanical, senior (4)		1						1									\$2,000
Machinist (4)				177								26		151		177	1,392-2,400
Machinist, tool room, expert (4)				1								1				1	1,620
Machinist-engineer (4)				1										1		1	2,090
Maintenance man (4)				3								3				3	1,500-1,680
Management assistant (1)			1											1		1	2,700
Marble polisher (4)				1								1				1	1,380
Marketing specialist (1)				2			2		2								3,200-3,800
Marketing specialist, assistant (2) and (1)				10		1			1			8		1		9	2,300-3,000
Marketing specialist, associate (1)				1								1				1	3,200
Marketing specialist, junior (2)				8			1		1			2		5		7	2,000
Mate (4)				29								7		22		29	1,200-2,400
Mathematician, junior (1)		8					7		7					1		1	1,860-2,000
Matron (2)				44									2				1,750-1,500
Meat cutter (4)				10								1	2	9	42	10	1,320-1,560
Mechanic:																	
Aeronautical (4)				1										1		1	1,920
Airplane (4)				42								33		9		42	1,440-2,040
Automobile, general (4)				85								45		40		85	1,500-2,000
Automobile, senior (4)				4								3		1		4	1,800
Automobile, special (4)				4										4		4	1,500-2,100
Dental laboratory (1)			1									1				1	2,000
General (4)				12								8		4		12	1,080-1,860
Laboratory, assistant (3)				1										1		1	1,440
Laboratory, under (coal sampler) (4)				1								1				1	1,440
Maintenance (4)				6								1		5		6	1,200-1,620
Masonry, general (4)				1										1		1	1,080
Marine motor (4)				2										2		2	2,600
Navy yard (4)				11,542								3,467		8,075		11,542	
Parachute (4)				2								2				2	1,680
Subordinate (2)				8			8		8								1,080

¹ Part time.

TABLE 2.—Showing for the fiscal year ended June 30, 1929, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments in Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed—Continued

Examination	Number appointed														Entrance salary (per annum)			
	Total (by groups)				Departmental						Field							
	Professional and scientific	Subprofessional	Clerical and general business	Custodial	Preference		Civilian		Total		Preference		Civilian			Total		
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Male	Female	
Nautical assistant (2).....		3			2				2					1		1	\$1,800	
Negative cutter (1).....		1					1		1								1,800	
Nematologist, junior (2).....	1						1		1								2,000	
Nurse, graduate (1).....		321						1		1		1	59	2	258	3	317	1,680-2,000
Nurse, graduate, junior (1).....		100													100	100	1,680-1,920	
Nurse, graduate, visiting duty (1).....		11											6		5		11	1,700-2,300
Nurse, head (1).....		5											1		4		5	1,620-1,800
Nurse, instructor, assistant chief (1).....		1											1				1	2,000
Nurse, student (1).....		2															2	648
Nurse, trained (2).....		30												1	29	1	29	2,025
Nurseryman (1).....		1										1				1		1,680
Observer. (See Meteorology.)																		
Occupational therapy aid (1).....		28										5	1		22	5	23	1,680-1,920
Occupational therapy pupil aid (1).....		3										1			2	1	2	1,260-1,440
Office device operators:																		
Addressograph (2).....			7		1		1	1	2	1				4		4		1,260-1,440
Blue print, under (2).....			2		2				2									1,260
Blue print and photostat, under (2).....			1											1		1		1,260
Bookkeeping machine, flat bed (2).....			11				4	5	4	5					2		2	1,440-1,620
Calculating machine, junior (2).....			36			2	2	27	2	29		1	1	3	1	4		1,080-1,440
Card punch, under (2).....			17				1	11	1	11					5		5	1,177-1,260
Dictating machine (2).....			21				2	15	2	15					4		4	1,440
Duplicating machine and stencil cutter (2).....			2								1		1			2		1,440-1,500
Graphotype (2).....			7				2	5	2	5								1,260
Mimeograph (2).....			7		1				1					6		6		1,080-1,260
Multigraph (2).....			2											2		2		1,200-1,440
Multigraph, junior (2).....			3				3		3									1,440
Photostat, junior (2).....			2		1		1		2									1,260
Tabulating machine, junior (2).....			10		1		3	4	4	4					2		2	1,227-1,440
Tabulating machine, senior (2).....			2		1				1					1		1		1,620-1,800

TABLE 2.—Showing for the fiscal year ended June 30, 1929, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments in Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed—Continued

Examination	Number appointed															Entrance salary (per annum)	
	Total (by groups)				Departmental						Field						
	Professional and scientific	Subprofessional	Clerical and general business	Custodial	Preference		Civilian		Total		Preference		Civilian		Total		
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		Female
Policeman (2)				48	21		26	1	47	1							\$1,800-\$1,900
Policeman (shipkeeper) (2)				7							6		1		7		1,402-1,452
Pomologist, junior (2)	7										2		5		7		2,000
Pomologist, nut investigations, associate (1)	1										1				1		3,200
Postmaster, assistant (1)			3								1		2		3		2,200-2,400
Postmaster, fourth class (2)			4,081								130	8	2,260	1,683	2,390	1,691	
Poultry foreman (2)				1									1		1		1,260
Poultryman, head (2)			1										1		1		1,620
Predatory animal control, assistant leader (2)			1								1				1		2,000
Predatory animal control, junior leader (2)			1								1				1		1,800
Press service, chief (1)			1				1		1								3,800
Principal, normal training department (2)		1												1		1	2,300
Printer (hand compositor) (1)		46			18		27		45		1				1		1,800-2,504
Printer (linotype operator) (1)		32			6		17	7	23	7	1		1		2		1,500-2,629
Printer (monotype operator) (1)		8			1		5	2	6	2				1			2,629
Printer (proof reader) (1)		7			2		3	3	4	3							2,754
Printing pressman (1)		13			7		6		13								2,504-2,754
Printing superintendent (1)		1									1				1		2,500
Private (fire department) (2)				34	13		21		34								1,800
Procurement planning assistant (1)	1										1				1		2,500
Prohibition administrator (1)			9								1		8		9		3,000-6,400
Prohibition administrator, deputy (1)			30								8		22		30		2,800-5,000
Prohibition administrator (enforcement work), assistant (1)			10								8		2		10		2,900-5,600
Prohibition administrator (permissive work), assistant (1)			7								5		2		7		2,400-4,400
Prohibition agent, junior (2)			996								485		511		996		2,100-2,600
Prohibition field office inspector, associate (1)			1										1		1		3,700
Prohibition field supervisor (1)			2								1		1		2		4,000-4,600

Prohibition investigator (2)		107						71		36		107		2,900-3,400	
Prohibition investigator, junior, and prohibition agent (2)		211						151		60		211		2,600-2,900	
Prohibition investigator, senior (1)		28						11		17		28		2,900-4,600	
Protector. (See game protector.)															
Radio operator (1) and (3)		17						8		9		17		1,440-2,040	
Radio operator (airways) (3)		72						63		9		72		2,000-2,100	
Radio operator, senior (1)		4						3		1		4		1,620	
Radio-telegraph operator (1)		1						1				1		1,920	
Range rider, head (4)			1							1		1		1,380	
Ranger, forest (2)	44							13		31		44		1,620-2,000	
Ranger, park (2)	16							8		8		16		1,500-1,860	
Ranger, reservation, junior (4)			2					1		1		2		1,260	
Repairer, mailbag (4)			4					2		2		4		1,753	
Repairer, shoe and harness (4)			1							1		1		1,380	
Repairman (4)			2					2				2		1,380	
Repairman, radio (4)										2		2		1,800	
Repairman, telephone (4)			3					1		2		3		1,800-1,920	
Repairman, typewriter (4)			1							1		1		1,500	
Road foreman (mountain road and trail construction)			3					1		2		3		2,000	
Rodman (4)			73					4		69		73		1,080-1,560	
Rodman and chainman (3)	5							4		1		5		1,200	
Rural carrier (2)		722						310	1	399	12	709	13	864-3,120	
Saddlemaker (4)			3							3		3		1,728-1,853	
Sailmaker (4)			1					1		3		1		1,560	
Sampler, grain (2)	7							4		3		7		1,800	
Sanitarian. (See veterinary sanitarian.)															
Scaler, timber (2)	15							5		10		15		1,680-1,860	
Scientific aide, assistant (2)	24		3		12	2	15	2	1	6		7		1,440-1,620	
Scientific aide, junior (2)	26				15		15		1	10		11		1,440-1,560	
Scientific aide in parasitology (2)	2				1		1			1		1		1,620-1,800	
Scientific aide, senior (2)	2					1		1		1		1		2,000	
Scientific aide (western irrigation agriculture) (2)	2									2		2		1,800-1,860	
Scientific helper, minor (2)	6				4		4		1	1		2		1,020	
Scientific helper, under (2)	8				1		1		2	5		7		1,080-1,560	
Scientist (nautical), junior (2)	1		1				1							2,000	
Secret service operative (1)		7								7		7		2,100-2,600	
Sewing machine operator, power (4)			24	1	18		19				5	5		1,252-1,320	
Sheet metal worker (4)			17					5		12		17		1,200-2,304	
Silviculturist (1)	1									1		1		3,800	
Social worker, junior (1)		7								1		6	7	1,800	
Social worker, psychiatric (1)		5										5	5	2,000	
Specialist. (See Cotton classing; Hide; Home economics; Home management; Gas mask; Marketing; Land clearing; Milk.)															
State Department officer, junior (2)	2				2		2							2,000	
Statistician, assistant (1)	2				1		1				1		1	2,300-2,600	
Steam-fitter (4)			10						2	8		10		1,380-2,191	
Steam-fitter qualified as plumber (4)			1	1			1							1,680	
Stenographer, junior (2)		1,228		2	6	52	318	54	324	19	11	116	704	135	960-2,025

TABLE 2.—Showing for the fiscal year ended June 30, 1929, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments in Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed—Continued

Examination	Number appointed															Entrance salary (per annum)		
	Total (by groups)				Departmental						Field							
	Professional and scientific	Subprofessional	Clerical and general business	Custodial	Preference		Civilian		Total		Preference		Civilian		Total			
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		Female	
Stenographer, principal (2)			5					5		5							\$1,440-\$1,620	
Stenographer, senior (2)			64					9	31	9	31	1		4	19	5	19	1,320-2,025
Stenographer-draftsman (2)		1												1		1		1,500
Stock supervisor, laboratory and surgical instruments (1)			1									1				1		1,620
Stockman (2)			3									2		1		3		1,252-1,800
Stockman-checker (2)			15									10		5		15		1,127-1,527
Stock tracer's helper (2)				2										2		2		1,320
Storekeeper (2)			25									20		5		25		1,032-1,800
Storeman (2)			7									2		5		7		1,252-1,552
Subclerical (2)				249								104		144	1	248	1	900-1,860
Superintendent. (See Brick plant; Building repairs; Commodity; Construction; Farm; Food-stuffs; Insect control; Printing; Prohibition; Stock.)																		
Surgeon's assistant (1)		13										3		3	7	6	7	1,260-1,440
Surveyor (2)		2										2				2		2,300-3,200
Surveyor, soil, junior (2)	2							2		2								2,000
Tailor (4)				29								8		21		29		Piecework.
Tailor, assistant (4)				11								4		7		11		Piecework.
Teacher of agriculture (2)	1											1				1		1,860
Teacher of home economics (2)			16												16		16	1,500-1,740
Teacher, Indian Service (2)			67									10	1	14	42	24	43	1,500-2,300
Teacher, music (1)			4											4		4		1,500-1,680
Technician. (See Medical.)																		
Technologist:																		
Cotton, assistant (1)	1																	2,800
Cotton, associate (1)	1							1		1				1		1		3,200

Paper, assistant (1)	1					1		1										2,600
Paper, junior (2)	1																	2,000
Petroleum, assistant (1)	1																	2,600
Soil, assistant (1)	1																	2,600
Soil, associate (1)	5																	2,200
Sugar, assistant (1)	1					1		1										2,600
Telegraph operator (1)																		
Telephone operator (2)			13		3			3										1,800-1,953
Telephone operator, junior (2)			2															1,020-1,373
Tentmaker (4)			59															900-1,440
Tinner (4)				5														Piecework.
Tinsmith (4)				5														1,628-2,003
Title abstractor (1)	1			3														1,603-2,003
Toolmaker (4)				34														3,600
Toxicologist, associate (1)	1																	1,603-2,279
Tracer (mechanical drawing) (1)		1																3,200
Transcriber, dictating machine. (See Office device operators.)																		1,020
Transitman (2)		5																
Translator (2)			1			1		1										1,200-1,800
Translator, principal (2)			5		2		2	4	1									1,260
Translator-stenographer (2)	1		1			1		1										1,800-2,300
Transportation and refrigeration aide (2)		1																1,800
Typist junior (2)			828		8	9	83	191	91	200	27	7	146	357	173	364		1,860
Typist, senior (2)			187		2	2	18	57	20	59	7	2	13	86	20	88		263-2,000
Verifier, opener and packer (2)			34								7		27		34			1,227-2,250
Veterinarian, junior (2)	38										23		15		38			1,500-1,680
Veterinary sanitarian (dairy), assistant (2)	3												3		3			1,860-2,400
Veterinary sanitarian (dairy), junior (2)	2												2		2			1,860-2,000
Warden, forest game (1)			1										1		1			2,000
Warden, forest game, junior (1)			2										1		1			1,260
Warden, game, chief United States (1)			1										2		2			1,260
Warder (head of cottage) (1)													1		1			3,800
Warder (housekeeper) (1)				5									5		5			1,380-1,620
Warder (relief class) (1)				9							1		8		9			1,200-1,380
Warehouseman (2)				6									6		6			1,080-1,380
Watchmaker (1)			14								9		5		14			1,140-1,860
Watchman (2)			1								1				1			2,379
Watchman, warehouse (2)			2										2		2			1,200-1,380
Water conservation foreman (4)			58								29		29		58			1,320-1,560
Welder (4)			3								1		2		3			1,800-1,920
Welder and brazer (4)			15								5		10		15			1,452-2,254
Wheelman (4)			1										1		1			2,000
Worker. (See Sheet metal; Social.)			6								1		5		6			1,092
Zoologist, assistant (1)	2				1		1		2									2,600
Zoologist, associate (1)	2												1	1	1	1		3,200
Zoologist, junior (2)	2						1	1	1	1								2,000

TABLE 2.—Showing for the fiscal year ended June 30, 1929, the number of appointments made from the different examinations, by sex and salary, and whether the appointments were made in the departments in Washington or in the field service. The totals have been arranged to show the classification group in which the examination is placed—Continued

Examination	Number appointed														Entrance salary (per annum)		
	Total (by groups)				Departmental						Field						
	Professional and scientific	Subprofessional	Clerical and general business	Custodial	Preference		Civilian		Total		Preference		Civilian			Total	
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Male	Female
Miscellaneous skilled and semiskilled labor positions peculiar to—																	
Commerce.....				22							7		15		22		
Interior.....				168							25		143		168		
Veterans' Bureau.....				39							12		20	7	32	7	
War Department.....				2,376							433		1,680	263	2,113	263	
	1,472	1,756	21,555	20,034	338	23	1,194	831	1,532	854	11,103	114	26,951	4,263	38,054	4,377	
Total competitive classified.....	2 44,817				3 2,386						4 42,431						
Unclassified:																	
Philippine Service.....		44											27	17	27	17	
Postmaster—first, second, and third class.....			800								163	6	439	192	602	198	
Unskilled laborer.....				3,474	24	1	160	50	184	51	1,156	1	1,837	245	2,993	246	
		44	800	3,474	24	1	160	50	184	51	1,319	7	2,303	454	3,622	461	
Total unclassified.....	2 4,318				3 235						4 4,083						
	802	358	1,521	415					733	230					1,903	230	
Noncompetitive for reinstatement, transfer, and promotion.....	2 3,096				3 963						4 2,133						
Grand total.....	52,231																

² All groups.³ Departmental aggregate.⁴ Field aggregate.

APPORTIONMENT

In the accompanying table are arranged (in inverse order) the States and Territories according to the relative percentage of appointments they have received. The first 47 States and Territories are those in arrears of their shares of appointments; the last four with the District of Columbia, those in excess.

This order (determined thus by the proportion of appointments already obtained) gives States their standing for consideration in future recruiting of the service. For instance, of the 36,593 apportioned appointments actually made, the State of California, on June 30, 1929, had received 344; it was entitled to 1,168. Five States and Territories had received lower percentages of appointments; all the others higher. California therefore stood sixth for future consideration. The order shown is not fixed. States are lowered or advanced in standing as they gain in appointments or lose by separations of their citizens from the service. This arrangement is designed to secure to States, through certifications of eligibles from the various registers, their just proportion of appointments. Exceptions to the apportionment requirements are discussed on page 28 of this report, with reasons for the inequality. A comparison of the figures in the first column of the table with those of the fourth column shows the losses or gains in appointments to States between June 30, 1928, and June 30, 1929. The figures in the last column represent the number of appointments each State or Territory would have if it had furnished enough eligibles to secure its full share of appointments.

TABLE 3.—*Apportionment of appointments from July 15, 1883, to June 30, 1929*

IN ARREARS

State or Territory	In service on June 30, 1928	Appointed since June 30, 1928	Separated since June 30, 1928	In service on June 30, 1929	Number of appoint- ments to which each State and Territory is entitled (based on census of 1920)
1. Porto Rico.....	20	1	2	19	443
2. Hawaii.....	10			10	87
3. Alaska.....	4			4	19
4. Oklahoma.....	174	30	15	189	692
5. Texas.....	455	47	42	460	1,590
6. California.....	308	59	23	344	1,168
7. Louisiana.....	186	20	14	192	613
8. Arkansas.....	173	35	15	193	597
9. Arizona.....	35	5	2	38	114
10. Michigan.....	455	44	36	463	1,251
11. Georgia.....	373	37	31	379	987
12. Alabama.....	322	26	27	321	801
13. Nevada.....	12	2	3	11	26
14. Washington.....	178	49	28	199	463
15. North Dakota.....	86	16	7	95	220
16. Wyoming.....	27	4	2	29	66
17. South Carolina.....	260	13	20	253	574
18. New Jersey.....	484	26	23	487	1,076
19. Wisconsin.....	398	61	39	420	897
20. Mississippi.....	276	28	17	287	611
21. Ohio.....	927	83	74	936	1,964
22. Illinois.....	1,013	117	72	1,058	2,211
23. New Mexico.....	55	13	4	64	123
24. North Carolina.....	449	43	27	465	873
25. Montana.....	102	9	9	102	187
26. Oregon.....	132	24	9	147	267
27. New York.....	1,971	165	158	1,978	3,541
28. Connecticut.....	275	19	25	269	471
29. Minnesota.....	438	92	59	471	814
30. Tennessee.....	469	35	39	465	797
31. Nebraska.....	227	48	16	259	442
32. Idaho.....	80	18	9	89	147
33. Kentucky.....	515	27	29	513	824
34. Colorado.....	197	25	22	200	320
35. Missouri.....	700	116	68	748	1,161
36. South Dakota.....	128	26	14	140	217
37. Indiana.....	664	69	54	679	999
38. Pennsylvania.....	2,013	185	152	2,046	2,973
39. Utah.....	100	27	21	106	153
40. Kansas.....	388	64	32	420	603
41. Florida.....	223	45	24	244	330
42. New Hampshire.....	115	21	15	121	151
43. Iowa.....	630	135	55	710	820
44. Massachusetts.....	1,104	135	94	1,145	1,314
45. Rhode Island.....	180	23	20	183	206
46. West Virginia.....	432	42	27	447	499
47. Maine.....	236	29	17	248	262

IN EXCESS

48. Delaware.....	79	9	7	81	76
49. Vermont.....	141	11	9	143	120
50. Virginia.....	2,495	193	146	2,542	787
51. Maryland.....	2,318	216	141	2,393	494
52. District of Columbia.....	12,584	958	754	12,788	149
Total.....	35,616	3,525	2,548	36,593	(¹)

¹ This total should be the same as the total of the preceding column, showing total appointments charged to each State and Territory. The last column shows the number of appointments to which each State or Territory is entitled of the whole number of appointments actually made and is the number each would have received if all the States and Territories had furnished sufficient eligibles with the necessary qualifications for the positions to be filled to permit an equal distribution of appointments.

TABLE 4.—Showing for all branches of the classified service the number examined, the number that passed, the per cent that passed, the number appointed, the per cent appointed of those that passed, and the approximate number of competitive classified positions in the service during the several periods covered by the reports of the commission

Branch of service and period covered	Approximate number of classified competitive positions	Examined	Passed	Per cent that passed	Appointed	Per cent appointed of those that passed
POST OFFICE SERVICE ¹						
July 16, 1883, to Jan. 15, 1884.....	5,690	1,941	1,119	57.7	372	33.2
Jan. 16, 1884, to Jan. 15, 1885.....	7,500	3,233	2,262	70.0	1,249	55.2
Jan. 16, 1885, to Jan. 15, 1886.....	9,000	4,113	2,953	71.8	1,473	49.9
Jan. 16, 1886, to June 30, 1887.....	10,500	7,467	5,222	69.9	3,254	62.3
July 1, 1887, to June 30, 1888.....	11,767	6,103	3,632	59.5	1,924	53.0
July 1, 1888, to June 30, 1889.....	12,966	10,702	6,615	61.8	2,938	44.4
July 1, 1889, to June 30, 1890.....	13,097	11,193	6,904	61.7	2,850	41.2
July 1, 1890, to June 30, 1891.....	14,909	8,538	5,840	68.4	2,861	48.9
July 1, 1891, to June 30, 1892.....	17,500	9,162	5,551	60.6	2,113	38.2
July 1, 1892, to June 30, 1893.....	23,058	15,875	8,474	53.3	2,505	29.6
July 1, 1893, to June 30, 1894.....	24,000	25,777	14,343	55.7	3,154	19.7
July 1, 1894, to June 30, 1895.....	25,000	19,438	12,802	65.9	3,348	26.2
July 1, 1895, to June 30, 1896.....	26,316	14,433	10,374	71.9	3,148	30.3
July 1, 1896, to June 30, 1897.....	28,000	20,226	10,934	54.1	1,570	14.4
July 1, 1897, to June 30, 1898.....	31,000	14,891	9,161	61.5	2,758	30.1
July 1, 1898, to June 30, 1899.....	35,650	10,509	6,852	65.2	2,584	37.7
July 1, 1899, to June 30, 1900.....	37,000	16,584	11,447	69.0	3,931	34.3
July 1, 1900, to June 30, 1901.....	40,000	20,901	12,749	61.0	4,293	33.6
July 1, 1901, to June 30, 1902.....	40,114	30,605	18,858	61.6	6,328	33.5
July 1, 1902, to June 30, 1903.....	59,015	46,565	35,220	75.6	16,159	45.8
July 1, 1903, to June 30, 1904.....	71,098	52,771	39,961	75.7	21,022	52.6
July 1, 1904, to June 30, 1905.....	81,596	52,550	41,978	79.9	16,297	38.8
July 1, 1905, to June 30, 1906.....	89,202	48,302	37,918	78.5	17,121	45.1
July 1, 1906, to June 30, 1907.....	95,926	51,025	37,771	74.0	16,456	43.5
July 1, 1907, to June 30, 1908.....	102,127	52,363	37,850	72.3	12,109	32.2
July 1, 1908, to June 30, 1909.....	122,711	57,568	45,468	79.0	11,441	25.2
July 1, 1909, to June 30, 1910.....	126,131	37,253	30,170	81.0	11,812	39.2
July 1, 1910, to June 30, 1911.....	127,228	42,750	34,149	79.9	9,328	27.3
July 1, 1911, to June 30, 1912.....	115,905	40,256	26,133	64.9	8,706	33.3
July 1, 1912, to June 30, 1913.....	161,846	59,181	39,810	67.3	14,905	37.4
July 1, 1913, to June 30, 1914.....	165,646	103,678	76,257	73.6	19,606	25.7
July 1, 1914, to June 30, 1915.....	165,808	70,734	52,586	74.3	13,082	26.0
July 1, 1915, to June 30, 1916.....	166,375	72,122	55,614	77.1	17,729	32.0
July 1, 1916, to June 30, 1917.....	187,067	51,527	38,647	75.0	19,569	50.6
July 1, 1917, to June 30, 1918.....	188,201	56,268	41,309	73.4	29,572	71.5
July 1, 1918, to June 30, 1919.....	190,081	58,459	41,433	70.9	29,949	72.2
July 1, 1919, to June 30, 1920.....	196,449	58,922	39,667	67.3	17,181	43.3
July 1, 1920, to June 30, 1921.....	205,352	114,033	74,977	65.8	32,601	43.5
July 1, 1921, to June 30, 1922.....	209,533	70,130	43,984	62.7	25,186	57.2
July 1, 1922, to June 30, 1923.....	212,078	61,122	40,583	66.4	22,286	54.9
July 1, 1923, to June 30, 1924.....	222,276	77,862	52,575	66.1	27,237	52.0
July 1, 1924, to June 30, 1925.....	226,801	77,978	50,647	65.0	20,560	40.6
July 1, 1925, to June 30, 1926.....	230,021	89,835	42,591	47.4	16,561	38.9
July 1, 1926, to June 30, 1927.....	232,244	98,423	45,080	45.8	17,560	39.0
July 1, 1927, to June 30, 1928.....	238,449	100,576	49,279	49.0	-----	-----
July 1, 1928, to June 30, 1929.....	241,394	96,276	44,986	46.7	-----	-----
Total.....	-----	2,050,210	1,352,735	66.0	-----	-----
RAILWAY MAIL SERVICE						
May 1, 1889, to June 30, 1889.....	5,448	2,236	1,802	80.6	125	6.9
July 1, 1889, to June 30, 1890.....	5,836	4,463	3,129	70.2	1,400	44.7
July 1, 1890, to June 30, 1891.....	6,032	3,706	2,588	69.8	1,062	41.0
July 1, 1891, to June 30, 1892.....	6,417	4,597	2,949	64.2	1,199	40.6
July 1, 1892, to June 30, 1893.....	6,645	3,555	2,316	65.2	993	42.9
July 1, 1893, to June 30, 1894.....	6,852	4,267	3,120	73.3	718	23.0
July 1, 1894, to June 30, 1895.....	7,045	4,641	3,107	67.0	643	20.7
July 1, 1895, to June 30, 1896.....	7,408	5,113	3,127	61.2	655	21.9
July 1, 1896, to June 30, 1897.....	7,573	6,431	4,710	73.2	381	8.1
July 1, 1897, to June 30, 1898.....	7,969	4,799	3,828	79.8	698	18.2
July 1, 1898, to June 30, 1899.....	8,388	5,220	4,319	82.7	774	17.9
July 1, 1899, to June 30, 1900.....	8,696	4,488	3,844	85.7	736	19.1
July 1, 1900, to June 30, 1901.....	8,975	4,359	3,593	82.4	816	22.7
July 1, 1901, to June 30, 1902.....	9,000	377	258	68.4	1,017	(²)

¹ Includes clerks, city carriers, village carriers, and employees in motor-vehicle service at classified post offices, rural carriers, fourth-class postmasters, and sea post clerks.

² On account of the abundance of eligibles remaining from the previous year, but few examinations were held; percentage upon the basis of these figures would, therefore, be deceptive.

TABLE 4.—Showing for all branches of the classified service the number examined, etc.—Continued

Branch of service and period covered	Approximate number of classified competitive positions	Examined	Passed	Per cent that passed	Appointed	Per cent appointed of those that passed
RAILWAY MAIL SERVICE—Continued						
July 1, 1902, to June 30, 1903.....	10,355	3,441	2,686	78.1	1,784	66.4
July 1, 1903, to June 30, 1904.....	11,301	6,388	4,115	64.4	1,678	40.7
July 1, 1904, to June 30, 1905.....	12,171	6,972	4,218	60.5	1,558	36.9
July 1, 1905, to June 30, 1906.....	13,456	6,620	4,481	67.7	2,173	48.4
July 1, 1906, to June 30, 1907.....	14,212	6,566	4,085	62.2	2,051	50.2
July 1, 1907, to June 30, 1908.....	15,230	9,674	5,999	62.0	1,607	26.8
July 1, 1908, to June 30, 1909.....	15,967	15,724	11,336	72.1	1,392	12.3
July 1, 1909, to June 30, 1910.....	16,956	52	39	75.0	2,271	(²)
July 1, 1910, to June 30, 1911.....	17,428	8,972	6,760	75.3	1,982	29.3
July 1, 1911, to June 30, 1912.....	18,297	11,273	3,036	26.9	770	25.4
July 1, 1912, to June 30, 1913.....	19,620	18,340	9,616	52.4	1,270	13.2
July 1, 1913, to June 30, 1914.....	22,679	27,664	19,665	71.1	2,941	15.0
July 1, 1914, to June 30, 1915.....	21,769	33	17	51.5	146	(²)
July 1, 1915, to June 30, 1916.....	20,989	1	1	100.0	28	(²)
July 1, 1916, to June 30, 1917.....	21,196	13,997	10,443	74.6	43	-----
July 1, 1917, to June 30, 1918.....	20,538	2,927	1,867	63.8	8,297	-----
July 1, 1918, to June 30, 1919.....	20,538	9,930	6,489	65.3	1,291	-----
July 1, 1919, to June 30, 1920.....	21,717	12,866	7,571	58.8	4,269	46.4
July 1, 1920, to June 30, 1921.....	22,310	15,803	9,849	62.3	6,044	61.4
July 1, 1921, to June 30, 1922.....	22,227	12,890	8,694	67.4	910	10.4
July 1, 1922, to June 30, 1923.....	22,052	23,642	12,512	52.9	998	7.9
July 1, 1923, to June 30, 1924.....	22,073	25,510	10,969	43.0	2,129	19.4
July 1, 1924, to June 30, 1925.....	22,340	60	33	55.0	629	-----
July 1, 1925, to June 30, 1926.....	22,340	113	87	77.0	280	-----
July 1, 1926, to June 30, 1927.....	22,281	29,481	15,717	53.3	708	-----
July 1, 1927, to June 30, 1928.....	21,343	194	90	46.4	-----	-----
July 1, 1928, to June 30, 1929.....	21,379	12	6	50.0	-----	-----
Total.....	-----	327,397	203,071	62.0	-----	-----
ALL OTHER SERVICES						
July 16, 1883, to Jan. 15, 1884.....	8,090	1,601	925	57.7	117	12.6
Jan. 16, 1884, to Jan. 15, 1885.....	8,090	3,114	1,879	60.3	551	29.3
Jan. 16, 1885, to Jan. 15, 1886.....	8,273	3,489	2,081	59.6	408	19.6
Jan. 16, 1886, to June 30, 1887.....	8,773	8,385	5,524	65.9	1,188	21.5
July 1, 1887, to June 30, 1888.....	8,870	5,178	3,236	62.5	692	21.3
July 1, 1888, to June 30, 1889.....	11,012	6,122	3,561	58.2	718	20.1
July 1, 1889, to June 30, 1890.....	11,693	7,338	3,914	53.3	932	23.8
July 1, 1890, to June 30, 1891.....	11,808	6,830	4,358	63.8	1,472	33.7
July 1, 1891, to June 30, 1892.....	13,605	5,701	3,660	64.2	649	17.7
July 1, 1892, to June 30, 1893.....	13,724	5,408	3,218	59.5	793	24.6
July 1, 1893, to June 30, 1894.....	14,413	7,335	4,668	63.6	832	17.8
July 1, 1894, to June 30, 1895.....	15,100	6,957	3,902	56.1	802	20.5
July 1, 1895, to June 30, 1896.....	21,390	11,633	7,213	62.0	1,283	17.7
July 1, 1896, to June 30, 1897.....	53,703	23,914	13,830	57.8	1,096	7.9
July 1, 1897, to June 30, 1898.....	50,307	26,022	17,611	67.7	4,414	25.0
July 1, 1898, to June 30, 1899.....	49,105	33,435	25,141	75.2	6,199	24.6
July 1, 1899, to June 30, 1900.....	49,197	25,530	19,674	77.1	5,222	26.5
July 1, 1900, to June 30, 1901.....	49,246	22,833	17,179	75.2	5,182	30.1
July 1, 1901, to June 30, 1902.....	57,451	29,576	21,393	72.3	5,953	27.8
July 1, 1902, to June 30, 1903.....	58,176	59,823	50,077	83.7	22,327	44.5
July 1, 1903, to June 30, 1904.....	66,698	68,687	56,002	81.5	20,209	46.8
July 1, 1904, to June 30, 1905.....	72,228	83,531	65,545	78.5	21,141	32.2
July 1, 1905, to June 30, 1906.....	73,254	62,555	48,946	78.5	19,756	40.3
July 1, 1906, to June 30, 1907.....	83,192	71,726	52,064	72.6	24,496	47.0
July 1, 1907, to June 30, 1908.....	84,401	99,756	76,911	77.1	28,377	36.8
July 1, 1908, to June 30, 1909.....	89,918	85,192	66,645	78.2	22,110	42.1
July 1, 1909, to June 30, 1910.....	96,471	78,339	57,650	73.5	29,502	51.2
July 1, 1910, to June 30, 1911.....	122,518	53,302	29,250	55.9	11,946	40.8
July 1, 1911, to June 30, 1912.....	82,904	54,549	30,082	55.1	11,493	38.0
July 1, 1912, to June 30, 1913.....	100,670	64,384	44,924	69.8	18,979	42.2
July 1, 1913, to June 30, 1914.....	103,577	84,245	51,604	61.3	19,388	37.5
July 1, 1914, to June 30, 1915.....	103,841	97,028	62,029	63.9	22,570	36.3
July 1, 1915, to June 30, 1916.....	108,783	82,599	55,177	70.4	24,300	41.7
July 1, 1916, to June 30, 1917.....	118,638	146,590	103,463	70.6	66,700	64.4
July 1, 1917, to June 30, 1918.....	433,693	492,196	344,787	70.1	175,661	50.9
July 1, 1918, to June 30, 1919.....	358,831	369,870	251,904	68.1	148,293	58.8
July 1, 1919, to June 30, 1920.....	279,337	221,539	146,677	66.7	94,859	64.7
July 1, 1920, to June 30, 1921.....	220,440	173,473	118,383	68.2	63,066	53.3
July 1, 1921, to June 30, 1922.....	188,928	122,997	76,274	62.0	37,771	49.5

² On account of the abundance of eligibles remaining from the previous year, but few examinations were held; percentage upon the basis of these figures would, therefore, be deceptive.

TABLE 4.—Showing for all branches of the classified service the number examined, etc.—Continued

Branch of service and period covered	Approximate number of classified competitive positions	Examined	Passed	Per cent that passed	Appointed	Per cent appointed of those that passed
ALL OTHER SERVICES—Continued						
July 1, 1922, to June 30, 1923.....	177, 268	119, 436	69, 823	58.5	34, 410	49.2
July 1, 1923, to June 30, 1924.....	171, 244	119, 543	69, 962	58.2	38, 921	54.3
July 1, 1924, to June 30, 1925.....	174, 397	123, 377	71, 815	58.2	28, 975	40.3
July 1, 1925, to June 30, 1926.....	169, 939	112, 898	63, 286	56.1	20, 151	31.8
July 1, 1926, to June 30, 1927.....	168, 473	129, 497	65, 321	50.4	20, 509	31.4
July 1, 1927, to June 30, 1928.....	171, 971	136, 227	74, 461	54.7	-----	-----
July 1, 1928, to June 30, 1929.....	183, 184	147, 222	80, 734	54.8	-----	-----
Total.....	-----	3, 700, 782	2, 449, 673	66.2	-----	-----
SUMMARY						
July 16, 1883, to Jan. 15, 1884.....	13, 780	3, 542	2, 044	57.7	489	23.9
Jan. 16, 1884, to Jan. 15, 1885.....	15, 590	6, 347	4, 141	65.2	1, 800	43.5
Jan. 16, 1885, to Jan. 15, 1886.....	17, 273	7, 602	5, 034	66.2	1, 881	37.4
Jan. 16, 1886, to June 30, 1887.....	19, 345	15, 852	10, 746	67.8	4, 442	41.3
July 1, 1887, to June 30, 1888.....	22, 577	11, 281	6, 868	60.9	2, 616	38.0
July 1, 1888, to June 30, 1889.....	29, 650	19, 090	11, 978	62.8	3, 781	31.6
July 1, 1889, to June 30, 1890.....	30, 626	22, 994	13, 947	60.7	5, 182	37.2
July 1, 1890, to June 30, 1891.....	33, 873	19, 074	12, 786	67.0	5, 395	42.0
July 1, 1891, to June 30, 1892.....	37, 523	19, 460	12, 160	62.5	3, 961	32.5
July 1, 1892, to June 30, 1893.....	43, 915	24, 838	14, 008	56.5	4, 291	30.6
July 1, 1893, to June 30, 1894.....	45, 821	37, 379	22, 131	59.2	4, 704	19.8
July 1, 1894, to June 30, 1895.....	54, 222	31, 036	19, 811	63.9	4, 793	24.2
July 1, 1895, to June 30, 1896.....	87, 044	31, 179	20, 714	66.4	5, 086	24.6
July 1, 1896, to June 30, 1897.....	85, 886	50, 571	29, 474	58.3	3, 047	10.3
July 1, 1897, to June 30, 1898.....	89, 305	45, 712	30, 600	66.9	7, 870	25.7
July 1, 1898, to June 30, 1899.....	93, 144	49, 164	36, 812	74.0	9, 557	26.3
July 1, 1899, to June 30, 1900.....	94, 893	46, 602	34, 965	75.0	9, 889	28.3
July 1, 1900, to June 30, 1901.....	106, 205	48, 093	33, 521	69.7	10, 291	30.7
July 1, 1901, to June 30, 1902.....	107, 990	60, 558	40, 509	66.9	13, 298	32.8
July 1, 1902, to June 30, 1903.....	135, 453	109, 829	87, 983	80.1	40, 270	45.7
July 1, 1903, to June 30, 1904.....	154, 093	127, 846	100, 078	78.3	48, 093	48.8
July 1, 1904, to June 30, 1905.....	171, 807	143, 053	111, 741	78.1	38, 996	35.0
July 1, 1905, to June 30, 1906.....	184, 178	117, 277	91, 345	77.9	39, 050	42.7
July 1, 1906, to June 30, 1907.....	194, 323	129, 317	93, 920	72.6	43, 003	45.8
July 1, 1907, to June 30, 1908.....	206, 637	161, 793	120, 760	74.6	42, 153	34.9
July 1, 1908, to June 30, 1909.....	234, 940	158, 484	123, 449	77.9	40, 943	33.2
July 1, 1909, to June 30, 1910.....	222, 278	115, 644	87, 769	75.9	43, 585	49.7
July 1, 1910, to June 30, 1911.....	227, 657	105, 024	70, 159	66.8	23, 256	33.2
July 1, 1911, to June 30, 1912.....	217, 392	106, 078	59, 251	55.9	20, 969	35.4
July 1, 1912, to June 30, 1913.....	282, 597	141, 905	94, 350	66.5	35, 154	37.3
July 1, 1913, to June 30, 1914.....	292, 460	215, 587	147, 526	68.4	³ 41, 935	28.4
July 1, 1914, to June 30, 1915.....	292, 291	167, 795	114, 632	68.3	⁴ 36, 398	31.8
July 1, 1915, to June 30, 1916.....	296, 926	154, 722	113, 792	73.5	42, 057	37.0
July 1, 1916, to June 30, 1917.....	326, 899	212, 114	152, 553	71.9	56, 312	56.5
July 1, 1917, to June 30, 1918.....	642, 432	551, 391	387, 963	70.4	213, 550	55.0
July 1, 1918, to June 30, 1919.....	592, 961	438, 259	299, 826	68.4	179, 533	59.9
July 1, 1919, to June 30, 1920.....	497, 603	293, 327	193, 915	66.1	116, 309	60.0
July 1, 1920, to June 30, 1921.....	448, 112	303, 309	203, 209	67.0	101, 711	50.1
July 1, 1921, to June 30, 1922.....	420, 688	206, 007	128, 952	62.6	63, 867	49.5
July 1, 1922, to June 30, 1923.....	411, 398	204, 200	122, 918	60.2	57, 694	46.9
July 1, 1923, to June 30, 1924.....	415, 593	222, 915	133, 506	59.9	68, 287	51.1
July 1, 1924, to June 30, 1925.....	423, 538	201, 415	122, 495	60.8	50, 164	40.9
July 1, 1925, to June 30, 1926.....	422, 300	202, 846	105, 964	52.2	36, 092	34.9
July 1, 1926, to June 30, 1927.....	422, 968	257, 401	126, 118	49.0	38, 777	30.7
July 1, 1927, to June 30, 1928.....	431, 763	236, 997	123, 830	52.2	37, 796	30.5
July 1, 1928, to June 30, 1929.....	445, 957	243, 510	125, 726	51.6	44, 817	-----
Total.....	-----	6, 078, 389	4, 005, 479	65.9	-----	-----

³ The large increase in field-service figures for 1913 is due to the inclusions of navy yard artisans' positions to the number of about 16,000 in the competitive classified service.

⁴ 11,365 fourth-class postmasters, appointed in 1914, and 18,238 in 1915, under the Executive order of May 7, 1913, requiring examinations at offices whose incumbents had not yet been appointed under the regulations, are not included in the table.

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